



Ed Bielarski							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall
Arreola	5	5	4	4	5	5	4.67
Hayes-Santos	3	4	3	4	4	4	3.67
Johnson	4	4	3	4	3	5	3.83
Poe	4.5	5	4	5	5	5	4.75
Saco	5	5	4	5	5	5	4.83
Simmons	4	5	4	5	4	5	4.50
Ward	5	5	4	5	5	5	4.83
							4.44

Ginger Bigbie							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall
Arreola	5	5	5	4	5	5	4.83
Hayes-Santos	5	4	4	4	4	4	4.17
Johnson	4	4	4	4	5	4	4.17
Poe	5	5	5	5	5	5	5.00
Saco	5	5	5	5	5	5	5.00
Simmons	4	4	4	4	5	4	4.17
Ward	5	5	5	5	5	5	5.00
							4.62

Lee Feldman							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall
Arreola	4	5	1	4	1	1	2.67
Hayes-Santos	5	5	3	4	4	4	4.17
Johnson	4	5	1	4	1	3	3.00
Poe	5	5	3	5	4	4	4.33
Saco	5	5	4	4	5	4	4.50
Simmons	3	4	2	4	1	2	2.67
Ward	4	5	3	5	5	4	4.33
							3.67

Omichele Gainey

Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall
Arreola	5	4	5	4	5	5	4.67
Hayes-Santos	3	2	2	4	4	2	2.83
Johnson	5	4	5	UNR	5	5	4.00
Poe	5	3	4.5	4	5	5	4.42
Saco	5	UNR	5	5	5	5	5.00
Simmons	4	4	5	4	4	5	4.33
Ward	5	5	4	5	5	4	4.67
							4.27

Teneeshia Marshall

Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall
Arreola	4	5	5	4	5	5	4.67
Hayes-Santos	4	4	3	4	4	4	3.83
Johnson	4	2.5	4	UNR	5	2	3.50
Poe	3.5	3.5	3.5	4	4	3.5	3.67
Saco	5	UNR	5	4	5	5	4.80
Simmons	4	4	5	4	4	5	4.33
Ward	4	5	3	4	5	4	4.17
							4.14

Nicolle Shalley

Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall
Arreola	5	4	5	4	5	5	4.67
Hayes-Santos	2	2	2	4	4	2	2.67
Johnson	3	4	2	UNR	5	5	3.80
Poe	4	4.5	3.5	5	5	4	4.33
Saco	5	5	4	5	5	4	4.67
Simmons	4	5	4	4	5	4	4.33
Ward	4	5	5	5	5	5	4.83
							4.19

Rating Description	Rating
Outstanding	5
Exceeds Job Standards	4
Meets Job Standards	3
Improvement Needed	2
Unsatisfactory	1
Not Applicable/Unrated	UNR



City of Gainesville
Charter Officer Performance Review Overall Score Summary Form
Fiscal Year Ending September 30, 2020

City Commission	<i>Ed Bielarski, General Manager</i>		<i>Ginger Bigbie City Auditor</i>		<i>Lee Feldman City Manager</i>		<i>Omichele Gainey City Clerk</i>		<i>Teneeshia Marshall Director Equity & Inclusion</i>		<i>Nicolle Shalley City Attorney</i>	
	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5
Arreola	Exceeds Job Standards	4.67	Exceeds Job Standards	4.83	Improvement Needed	2.67	Exceeds Job Standards	4.67	Exceeds Job Standards	4.67	Exceeds Job Standards	4.67
Hayes-Santos	Meets Job Standards	3.67	Exceeds Job Standards	4.17	Exceeds Job Standards	4.17	Improvement Needed	2.83	Meets Job Standards	3.83	Improvement Needed	2.67
Johnson	Meets Job Standards	3.83	Exceeds Job Standards	4.17	Meets Job Standards	3.00	Exceeds Job Standards	4.00	Meets Job Standards	3.50	Meets Job Standards	3.80
Poe	Exceeds Job Standards	4.75	Outstanding	5.00	Exceeds Job Standards	4.33	Exceeds Job Standards	4.42	Meets Job Standards	3.67	Exceeds Job Standards	4.33
Saco	Exceeds Job Standards	4.83	Outstanding	5.00	Exceeds Job Standards	4.50	Outstanding	5.00	Exceeds Job Standards	4.80	Exceeds Job Standards	4.67
Simmons	Exceeds Job Standards	4.50	Exceeds Job Standards	4.17	Improvement Needed	2.67	Exceeds Job Standards	4.33	Exceeds Job Standards	4.33	Exceeds Job Standards	4.33
Ward	Exceeds Job Standards	4.83	Outstanding	5.00	Exceeds Job Standards	4.33	Exceeds Job Standards	4.67	Exceeds Job Standards	4.17	Exceeds Job Standards	4.83
Overall Rating	Exceeds Job Standards	4.44	Exceeds Job Standards	4.62	Meets Job Standards	3.67	Exceeds Job Standards	4.27	Exceeds Job Standards	4.14	Exceeds Job Standards	4.19

Rating Description	Rating Score
Outstanding	5
Exceeds Job Standards	4
Meets Job Standards	3
Improvement Needed	2
Unsatisfactory	1
Not Applicable/Unrated	UNR