

# **Search Begins for Chiefland Manager;** **Evaluations Changed**

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Chiefland City Commissioners Monday voted to advertise for a new city manager, but to modify the form they use to evaluate their top managers and to add a three-month evaluation to the existing six-month and 12-month evaluations.

The changes were made largely because of criticism from City Commissioner Teresa Barron who didn't think former City Manager Kevin Gay was given a way of defending himself or adequate time to address allegations.

Commissioners stopped short of creating a list of directives that would be written after the three-month evaluation and given to the new city manager, but rather kept most of the existing format in the evaluation form that leaves space for commissioner comments.

Some commissioners felt Gay had plenty of time to make changes in the way he managed his office following criticisms leveled at him in the six-month evaluation, but others felt the six-month evaluation wasn't enough.

The self-evaluation portion of the evaluation form for the city manager was a point of contention. Gay filled in his six-month self-evaluation with all 5s, indicating a perfect performance in every area. The second time he wrote down 5<sup>th</sup> amendment for every question on the self-evaluation. The 5<sup>th</sup> amendment of the U.S. Constitution protects U.S. Citizens from self-incrimination. Gay said he felt the self-evaluation form could have created problems for him with future employers if he graded himself low in certain areas. Mayor Teal Pomeroy said he understood Gay's concerns on the matter.

City commissioners set July 7 as the date when city manager applications and resumés will be due. There will be a special meeting after the regular city commission meeting on July 14 to review the applications and shorten the list of applicants.

The city commissioners will then meet again in regular session on July 28. There will be special meetings on July 29-30 to interview the finalists. The background checks will be handled by a private investigation firm, the same one that reviewed the last batch of applicants.

Commissioners will meet again in regular session on Aug. 11. They will have a special meeting on Aug. 18 to hire a city manager.

The position announcement for the city manager's position says preferred applications would have a degree from an accredited four year college or university with a bachelor's degree in public administration or a related subject, and, or five years of progressively responsible management positions in local government, preferably with municipalities and preferably in Florida, or any equivalent combination of education and experience.

The advertisement for the position also says the city's population is currently 2,260 and that the city manager functions as the ex officio city clerk and as the chief administrative head of all city departments except the police department, fire department and city attorney. The city manager administers a \$4.5 million budget annually and reports directly to five city commissioners.