



**CITY OF CENTRALIA
EMPLOYEE PERFORMANCE REVIEW**

Employee Name Patrick Sorensen

Title City Manager

Date of Hire 03/23/2009 Date of Review 10/13/2009

Reason For Review:

 Annual

 Promotion

 End of Probation Period

XXX Other 6 month evaluation

DEFINITION OF PERFORMANCE

- (5) Outstanding
- (4) Very Good
- (3) Satisfactory
- (2) Needs Improvement
- (1) Unacceptable

1. **Community Relations - Needs Improvement.**
Now would be a good time for Patrick to become more involved in all aspects of the community. He needs to have a much higher level of visibility in all segments of the population.

2. **Legislative Relations – Needs Improvement**
There are key issues that need attention, i.e. the light department, UGA, code enforcement, flooding and economic development that we do not see strong leadership from the City Manager's office.

3. **Budget Control – Needs Improvement**
Patrick has a good understanding of the budget and the budget process. However, we would like to see more input from the council on the front end of the process. It is difficult to determine if he has taken direction from the council or the staff.

4. **Personnel and Labor Relations – Needs Improvement**
Patrick seems to have good relations with Department Heads. We have not been informed of any significant personnel or labor issues, so we have little to base an opinion at the point. Patrick may be too protective of staff.

5. **Management Fundamentals and Style – Needs Improvement**
Patrick has a very thoughtful style of management. He listens to Councilors (although he sometimes just repeats back to us) and then appears to spend time considering the issue. The Council does not know whether the issue is on his priority list or not. He needs to develop a style that includes a quicker response time to the Council. He is very capable of understanding complex municipal issues, but has a tendency to be quite "wordy".

6. **Council Relations – Needs Improvement**
Far too often, the Council is presented with information just before or at a meeting. This is unacceptable. Councilors all have other jobs, they must have time to study and evaluate information. Patrick needs to remember he works for the council and not the staff. While we can appreciate the need for a manager to work with department heads, we do not feel he has carried out policies and direction from the Council in a timely fashion. He should be more open to input from the council, especially trying new ways and local perspectives on how to resolve issues. He should always portray a very positive image of the council to both employees and the public.

GOALS 1. Patrick should develop a work plan for the next 6 months.

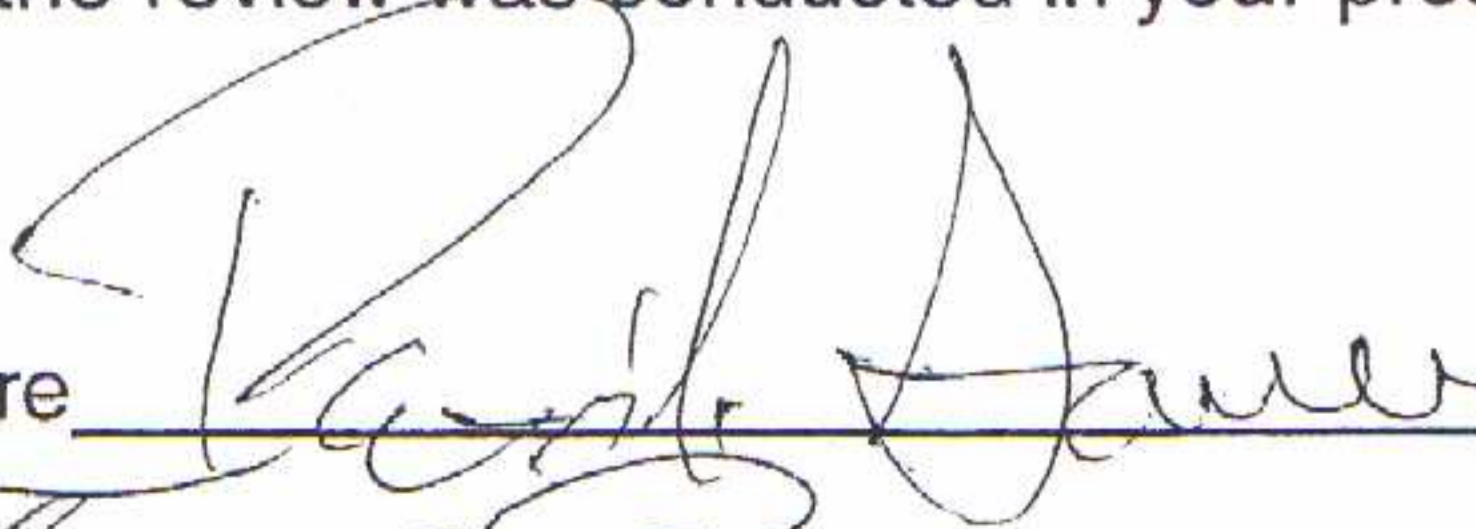

COMMENTS _____

EMPLOYEE COMMENTS _____

OVERALL PERFORMANCE

2.72

Signing of this document doesn't necessarily indicate that you are in agreement with this review, simply that the review was conducted in your presence and that you have received a copy.

City Manager's Signature  Date 10-26-09
Mayor's Signature  Date 10/26/09