



CITY OF STEAMBOAT SPRINGS

CITY MANAGER 360 SUMMARY | Name

May 2022

The following feedback is summarized to protect anonymity. Participants included middle management, and non-management employees across departments. It is a sample of “x” employees contributing as larger groups make it more difficult to narrow down an overall theme. (The pool of participants vary year to year to get feedback at all levels of the organization. We have done just the executive team before as well to capture direct report feedback, but in 2022, focused on other levels of the organization).

360 Feedback

1. What is your opinion on how the City Manager has led the organization over the past year? What has he done well? Is there anything he could do differently?

All of this information is collected through Neogov Perform, which is our software for performance reviews and creating 360 feedback evaluations. Council does not have access to this system so they complete a separate form. The 360 feedback is summarized in length below each question, highlighting themes. Then noted strengths and areas for improvement are summarized below. We never use names.

Noted strengths:

Areas of improvement or concern:

2. Do you feel our City Manager is effective in setting expectations of the employees, managers, and organization as a whole?

Noted strengths:

Areas of improvement or concern:

3. In your opinion, does the City Manager communicate with the organization effectively and as transparently as possible? If not, what information are you seeking?

Noted strengths:

Areas of improvement or concern:

4. In your opinion, does the City Manager understand the issues different departments/divisions might be facing? Understanding not all issues can be resolved, do you feel he addresses them to the best of his ability?

Noted strengths:

Areas of improvement or concern:

5. Do you feel the City Manager is approachable and willing to talk to employees if needed?

Noted strengths:

Areas of improvement or concern:

6. Other Feedback (any other comments or suggestions you have can be listed here):