

Greetings,

This is the 8 month evaluation of Sunnyside City Manager, Mike Gonzalez.

Mr Gonzalez began service in Sunnyside in August of 2024. This is his first position as City Manager and as such, his learning curve has been quite steep.

Early on, he was faced with personnel issues and a serious budget shortfall that was completely unexpected.

While trying to unravel the situation with the 2024 budget, he also immediately needed to commence the 2025 budget planned period.

Council recognizes the daunting task Mr Gonzalez walked into and the effort he expended to bring the City to a more stable footing.

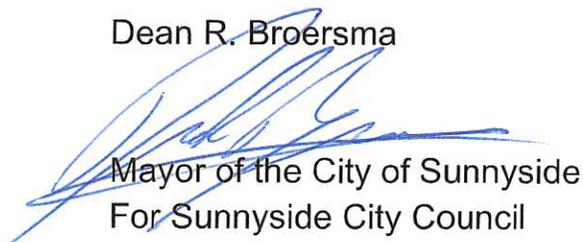
While City Manager Gonzalez excels in areas like dealing with the media, promoting the city and lobbying efforts in Olympia, there are also areas of notable concern to Council.

Council believes these areas are not insurmountable and looks forward to seeing the Managers efforts to improve going forward.

Council requests that Mr Gonzalez look carefully at the areas indicated as needing improvement and make a plan to address those concerns, inform Council of his plan, and keep Council apprised of his progress.

Council believes Mr. Gonzalez has the potential to excel as City Manager.

Dean R. Broersma



Mayor of the City of Sunnyside
For Sunnyside City Council

**CITY OF SUNNYSIDE
CITY MANAGER
PERFORMANCE EVALUATION**

Aug 1, 2024 through April 21, 2025

This form is to be used by each member of the City Council to evaluate the City Manager's performance in each of the areas noted below:

Performance levels can be noted, based on the following scale:

- 1 = **poor** (rarely meets expectations)
- 2 = **below average** (usually does not meet expectations)
- 3 = **satisfactory** (meets performance expectations)
- 4 = **above average** (generally exceeds performance expectations)
- 5 = **excellent** (almost always exceeds expectations and performs at very high standards)
- N/A = (insufficient time/not applicable)

1. **PERSONAL**

3 Invests sufficient effort toward being diligent and thorough in the discharge of duties.

3.5 Composure, appearance, and attitude fitting for an individual in his executive position.

Comments: Uses a mocking tone of voice in public settings, some council members were subjected to an emotional outburst containing foul language.

2. **PROFESSIONAL SKILLS AND STATUS**

3 Possesses knowledge of current developments affecting the management field and continues to learn new developments.

3 Commands respect in management profession.

2.5 Demonstrates a capacity for innovations.

2.5 Anticipates problems and develops effective approaches for solving them.

3 Demonstrates receptivity to new ideas proposed by others.

Comments:

Manager demonstrates strong engagement in legislative matters and effective lobbying.
Manager is approachable and engages well with Community members and Stakeholders.

Needs to attend City Manager Conferences and trainings offered in Washington.

Is a good listener to innovative ideas, follow through could be better.

Has not anticipated problems as much as responded to problems.

Strategic Plan would help to anticipate upcoming problems.

3. RELATIONS WITH CITY COUNCIL

2.5 Carries out directives of the Council as a whole rather than those of any one Council member.

2.5 Assists the council on resolving problems at the administrative level to avoid Council involvement on administrative issues.

2.5 Assists the Council in establishing policy, while acknowledging the ultimate authority of the Council.

2.5 Responds with appropriate information to requests for information or assistance by the Council.

3.5 Demonstrates receptivity to new ideas proposed by Council members.

Comments Is sometimes seen as responding to individual members of council more than Council as a Whole.

Can get defensive.

When responding to requests for information, should share the information with all council.

4. POLICY EXECUTION

3.5 Implements Council action in accordance with the intent of the Council.

3.5 Supports the actions of the Council after a decision has been reached.

2 Enforces City policies

2 Understands City's laws.

NA__ Reviews enforcement procedures periodically to improve effectiveness.

NA__ Offers workable alternatives to the council for changes in ordinances or policies when impractical in actual administration.

Comments He is working on gaining an understanding of City Policies, but enforcement is uneven.

5. REPORTING

3 Provides the Council with reports concerning matters of importance to the City.

2 Prepares accurate and comprehensive reports.

2.5 Prepares a sound agenda, which deals with matters in an effective manner and focuses Council attention on policy issues.

Comments: Reports could be more comprehensive. Updates could happen sooner as developments occur. Offers ideas, but nothing in writing for Council to vote on.

More financial detail in reports and agenda items.

Financial reports with balance sheets are needed regularly.

6. CITIZEN RELATIONS

3 Responds to complaints from citizens.

2.5 Demonstrates dedication to the community and its citizens.

3.5 Displays skill with the news media, avoiding political positions and partisanship.

3 Displays capacity to listen to others and to recognize their interests – works well with others.

3 Demonstrates willingness to meet with members of the community to discuss their real concerns.

3.5 Works effectively with other public officials.

3 Works effectively with other entities within the City.

Comments Sometimes over responds to complaints.

Very willing to meet with the public, may need to establish some boundaries here.

An expert with the press and was impressive in Olympia fund raising.

7. STAFFING

2 Recruits and retains competent personnel for City positions.

2 Demonstrates awareness of weak or indifferent personnel and works to improve their performance.

2.5 Displays concern about employee relations and works to improve communication at all levels of the organization.

Comments Seek training in this area, MSRC?
What are practices used for hiring?

8. SUPERVISION

NA Encourages department managers to make decisions within their own jurisdictions without City Manager approval, yet maintains general control of administrative operations.

2 Develops a friendly and informal relationship with the work force as a whole, yet maintains the prestige and dignity of the City Manager's office.

NA Evaluates personnel periodically, and points out management weaknesses and strengths.

Comments Some councilors witnessed an emotional outburst which made the councilors present uncomfortable. Council is concerned.

9. FISCAL MANAGEMENT

3 Prepares a balanced budget to provide services at a level directed by the Council.
(Three councilors put NA)

3 Makes the best possible use of available funds, conscious of the need to operate the City efficiently and effectively.

2.5 Prepares budget in an intelligent format.

2.5 Possess awareness of the importance of financial planning and control.

Comments The Manager walked into a very difficult challenge and has had to focus most of his efforts on overcoming it.

There seem to be several unbudgeted expenses with no budget amendment, stipends

10. PROJECT MANAGEMENT

2/NA Develops procedures that assure systematic progress, timely closure, and effective tracking of projects.

Comments Council is unsure of processes in place ie, Community Center.

11. What would you identify as the results achieved during the evaluation period as representative of the strengths of the City Manager?

The Manager meets and works well with the public, and is generally well liked by members of the Community.

The Manager is working diligently to build a strong team at City Hall.

He is dedicated to transparency.

The Manager has skills in dealing with the press as well as with the Legislature as demonstrated by getting funding request approved and now waiting the the Governor signature.

Managers overall openness to change and process improvement reflects an innovative mindset.

12. What performance areas would you identify as needing improvements? Why? What constructive, positive ideas can you offer the City Manager to improve these areas?

Council is concerned that the Managers commitment to transparency has led to oversharing. This leads to concerns about confidentiality if caution is not exercised. The Manager is encouraged to be cautious with what he shares with Council, staff and the public.

Council is also quite concerned about the outburst earlier mentioned.

Council suggests the Manager be less engaged in Social Media comments and resist being on his phone during meetings.

Council would like the Manager to be more proactive in presenting known issues to Council even when Council may not need to take action.

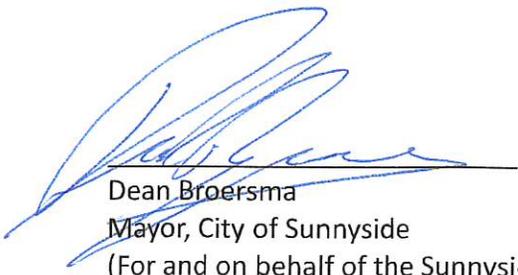
Council believes the Manager could be more diligent in enforcing S.M.C. equally.

13. Other Comments:

Individual Council members have raised concerns over efficiency, impartiality and responding to requests for information.

Council has the responsibility to know and understand what is happening in the City, especially financially in order to fulfill their duties to the community and to make sure all RCWs and SMCs are being followed correctly.

Other Council members have praised the Manager for his skills with the public and meeting people. The Managers promotion of Sunnyside on Social Media is popular with the public.



Dean Broersma
Mayor, City of Sunnyside
(For and on behalf of the Sunnyside City Council)