


The following evaluation provided by Supervisor Bagwell was inadvertently left out of the agenda packet. Supervisor Bagwell provided Human Resources with the evaluation on time- it was not late. The error was made by the Human Resources Department when it was not added to the agenda material with the other performance evaluations.



Melanie Bruketta, JD, SHRM-SCP
Human Resources Director

LATE MATERIAL

MEETING DATE 06/04/15

ITEM # 16

Nick Marano, City Manager
Performance Evaluation
June 2015

Leadership – Meets Expectations
Board Relations – Meets Expectations
Managing Results and Resources – Meets Expectations
Community and Staff Relations – Meets Expectations
Communication – Meets Expectations
Planning and Innovation – Meets Expectations
Problem-solving and Decision-making – Meets Expectations
Professional knowledge – Meets Expectations

Additional Comments:

Nick, it is a pleasure to work with you as we both learn how the City works internally and externally. You have met my expectations as a first year City Manager.

I would like to commend you for taking immediate action concerning the building department. You anticipated and analyzed the problems and developed an effective approach for solving them. The building department was housed upstairs in the Bric building and services were provided by full time staff. You moved the department downstairs to provide better customer access. Additionally, you presented the Board with an option to contract out the building permit and inspection process. The builders and general public obtaining permits have told me how much they appreciate the improved services.

The Redevelopment Authority Citizens Committee thought too many General Fund activities were being charged to their budget. You listened to their recommendations and took action by presenting a more appropriate Budget.

Nick, I have heard from staff and members of the public that you listen to their concerns and try to address them. You are accessible to staff and the public. I recommend you pursue even more public outreach. We recently began the campaign “#CarsonProud” to help in this endeavor. However, the campaign could have been better organized and executed. I know you will improve this in the future.

You asked the Board to support Lean Management. We approved the funding for five improvement projects. I look forward to your report and seeing results that will provide the taxpayers with improved services. One of the areas for improvement is the Board of Supervisors Agenda and backup material. The material presented is what informs the public and leads to their opinions about what is occurring in the City. (As a side note, I might point out whether deserved or not, there are members of the public who believe staff works more toward their personal goals than the collective goals of the residents of Carson City. To many, perception is reality.

You have done a good job supervising the preparation of the Health Department to receive accreditation. Carson City should be proud of this endeavor. Approximately 75 of 3,000 health

departments have accreditation. Accreditation should improve Carson City's opportunities to receive grants. The process also improves the technical skills of our staff and this will benefit the taxpayers.

Over the next year, please work toward:

1. Disseminating complete and accurate information equally to all Board members in a timely manner;
2. Reviewing ordinances and policy procedures periodically to suggest improvements to their effectiveness;
3. Producing and handling reports in a manner that conveys the message that the City's business is open and accessible for public scrutiny;
4. Preparing a budget and budgetary recommendations in an intelligent and readily accessible format for public review and input

I look forward to a continued strong relationship.

Lori Bagwell

Lori Bagwell
Supervisor, Ward 3