



City of Tarpon Springs, Florida

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September 30, 2008

TO: MAYOR AND BOARD OF COMMISSIONERS
FROM: MARK G. LECOURIS, INTERIM CITY MANAGER
SUBJECT: GOALS & OBJECTIVES AND THEIR EVALUATION

TWO EXAMPLES OF CITY MANAGER EVALUATIONS HAVE BEEN DISTRIBUTED FOR YOU TO CONSIDER AT THE END OF MY 6 MONTH TRIAL PERIOD AS CITY MANAGER. BOTH DEAL WITH SOME OF THE MAIN GOALS AND OBJECTIVES I AM WORKING ON IN THIS CAPACITY.

THE FOLLOWING ARE THE ITEMS THAT I FEEL MOST IMPORTANT AND SUGGEST THAT YOU EVALUATE REGARDING MY JOB PERFORMANCE:

1. **COMMUNICATION: CHANGING AND IMPROVING THE COMMUNICATION WITH TARPON SPRINGS' CITIZENS, THE MAYOR AND BOARD OF COMMISSIONERS AND CITY EMPLOYEES. THE KEY ELEMENTS OF SUCCESS ARE EFFECTIVE COMMUNICATION, AVAILABILITY TO ALL AND THE HANDLING OF ISSUES AND REQUESTS WITH TIMELY, PROPER FEEDBACK.**
2. **PROGRESS OF EXISTING PROJECTS: MEASUREMENT OF MY ABILITY TO CONTINUE ALL PROJECTS, WORK AND INITIATIVES WITHOUT TIME DELAYS OR REDUCTION IN THE QUALITY OF COMPLETING PROJECTS.**
3. **INITIATION OF NEW PROJECTS: MEASUREMENT OF MY ABILITY TO INVESTIGATE, DEVELOP, AND PROCEED WITH NEW PROJECTS AND INITIATIVES FOR THE CITY. SPECIAL ATTENTION SHOULD BE GIVEN TO THOSE PROJECTS THAT HAVE TO DO WITH ANY OF OUR PLANNING DEPARTMENT GOALS, ECONOMIC DEVELOPMENT, REVITALIZATION & BEAUTIFICATION, AND OTHERS AS DEEMED IMPORTANT BY THE BOARD OF COMMISSIONERS.**
4. **BUDGET: IN ADDITION TO THE PRESENTATION OF A BUDGET IN THESE HARD ECONOMIC TIMES, HOW WELL CAN THAT BUDGET BE ADMINISTERED AND ADOPTED TO THE CHANGING NEEDS OF THE CITY AND ADDITIONAL RESTRAINTS THAT MAY BE PLACED UPON US BY THE ECONOMY AND THE COUNTY, STATE AND FEDERAL GOVERNMENT.**

5. BUSINESS INITIATIVES (DOWNTOWN, SPONGE DOCKS, OUTLYING BUSINESSES):
EVALUATE THE EFFECTIVENESS OF MY EFFORTS TO WORK WITH THESE GROUPS
ALONG WITH THE CHAMBER TO REVITALIZE THESE BUSINESS ARE AND INCREASE
BUSINESS TRAFFIC NOT ONLY FROM OUTSIDE THE AREA BUT ALSO FROM OUR OWN
CITY RESIDENTS.

I LOOK FORWARD TO ANY INPUT YOU MAY HAVE ON THESE OR OTHER ITEMS CONTAINED IN
THE AGENDA BACK UP.



City of Tarpon Springs, Florida

Board of Commissioners

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MEMORANDUM

To: Mark G. LeCouris
Interim City Manager

From: Commissioner Chris Alahouzos

Date: August 7, 2008

Subject: Goals & Objectives

Congratulations on your assignment as Interim City Manager to oversee our city for the next 6 months. I have confidence that you will meet and exceed my expectations.

As we discussed at the Board of Commission Meeting on August 5, 2008, I would like you to provide the board with your goals and objectives including and not limited to:

1. Your ideas and your vision for the future of our city.
2. Financing (budget and grants to be brought into our city).
3. Continuing education in your newly assigned position.
4. Economic Development.
5. Revitalization of our business districts (including downtown, sponge docks and U.S. 19).
6. Major projects.
7. SmartCode Overlay.

This information will be beneficial for the board to evaluate your performance based on your accomplishments.

Thank you for accepting this opportunity in serving our city.

CA/th