

## Subject: City Manager Performance Evaluation Summary

<b>Meeting Date:</b> February 9, 2026	
<b>Submitted/Presented by/Department:</b> Nate Burkett, City Manager	
<b>Action Type</b>	
<input checked="" type="checkbox"/> Consent Item	<input type="checkbox"/> Discussion/Direction
<input type="checkbox"/> Public Hearing	<input type="checkbox"/> Informational Only
<input checked="" type="checkbox"/> Action/Motion	<input type="checkbox"/> Report
<input type="checkbox"/> Resolution	<input type="checkbox"/> Other:
<b>Action</b>	
Approve the summary of the City Manager's 2025 Performance Evaluation.	
<b>Background</b>	
<p>The City Council met in closed session on January 26, 2026 for the City Manager's 2026 performance evaluation. The following is a summary of the discussion:</p> <p>The City Council completed its annual performance evaluation of the City Manager and determined that overall performance met and, in several areas, exceeded expectations. The Council noted the City Manager's strong values-based leadership, professionalism, and commitment to ethical and effective governance during a year marked by significant complexity and transition. The evaluation also recognized the strength of the City staff team, the positive culture within the organization, and the City Manager's effective working relationships with the Council, staff, community members, and partners. The Council identified continued opportunities to focus on strategic planning, workload pacing, and communication of the rationale behind difficult decisions in the coming year.</p>	
<b>Attachments</b>	
NA	
<b>Previous Relevant Actions</b>	
1/26/2026 Closed Session	
<b>Alternatives</b>	
<b>Financial</b>	
Budgeted: <input type="checkbox"/> Yes	<input type="checkbox"/> No Financial Impact
Fund:	
Department:	
Account:	

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Amount:	
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