

1. The manager identifies problems and opportunities, poses alternative solutions for dealing with issues, and makes recommendations on how to implement the selected alternative.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	12.5% (1)	0.0% (0)	62.5% (5)	25.0% (2)	4.00	8
Comments							1
answered question							8
skipped question							0

2. The manager provides accurate, timely and comprehensive information to the Commission and public and provides the Commission with constructive, periodic reports regarding the status of planning matters under consideration.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	25.0% (2)	37.5% (3)	37.5% (3)	4.13	8
Comments							1
answered question							8
skipped question							0

3. The manager keeps the Commission informed of major planning issues and best practices which relate to the approved major objectives or responsibilities of the Commission.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	50.0% (4)	37.5% (3)	12.5% (1)	3.63	8
Comments							2
answered question							8
skipped question							0

4. The manager represents the Commission in an accurate and respectful manner before City Council, the community, City departments and other governmental units on planning considerations.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	25.0% (2)	25.0% (2)	50.0% (4)	4.25	8
Comments							1
answered question							8
skipped question							0

5. The manager ensures that the policies of the Master Plan are included in planning staff reports and recommendations.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	50.0% (4)	25.0% (2)	25.0% (2)	3.75	8
Comments							2
answered question							8
skipped question							0

6. The manager assists the Commission in cross-coordination with City staff and commissions to ensure consistency with the adopted City plans.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	62.5% (5)	12.5% (1)	25.0% (2)	3.63	8
Comments							2
answered question							8
skipped question							0

7. Anything else?

**Response
Count**

3

answered question

3

skipped question

5

8. The manager and staff successfully moved forward the FY2012-2013 Annual Work Program:

	Not satisfactory (explain below)	Needs improvement	Meets expectations	Exceeds expectations	Outstanding (explain below)	Rating Count
Washtenaw Avenue Corridor Plan	0.0% (0)	0.0% (0)	50.0% (4)	37.5% (3)	12.5% (1)	8
South State Street Corridor Plan	0.0% (0)	0.0% (0)	50.0% (4)	37.5% (3)	12.5% (1)	8
Capital Improvements Plan	0.0% (0)	25.0% (2)	25.0% (2)	37.5% (3)	12.5% (1)	8
Sustainability Framework - Master Plan	0.0% (0)	0.0% (0)	25.0% (2)	50.0% (4)	25.0% (2)	8
Sustainability Framework - Action Plan	0.0% (0)	25.0% (2)	37.5% (3)	12.5% (1)	25.0% (2)	8
Non-Motorized Plan Update	0.0% (0)	0.0% (0)	75.0% (6)	12.5% (1)	12.5% (1)	8
Zoning Ordinance Re-Organization (ZORO)	25.0% (2)	37.5% (3)	25.0% (2)	12.5% (1)	0.0% (0)	8
Zoning Amendments (Post-ZORO)	25.0% (2)	25.0% (2)	37.5% (3)	12.5% (1)	0.0% (0)	8
Sign Ordinance Amendments	0.0% (0)	37.5% (3)	50.0% (4)	0.0% (0)	12.5% (1)	8
R4C/R2A Report	0.0% (0)	25.0% (2)	37.5% (3)	37.5% (3)	0.0% (0)	8
Floodplain Ordinance	25.0% (2)	12.5% (1)	50.0% (4)	12.5% (1)	0.0% (0)	8
Citizen Participation Ordinance Evaluation	0.0% (0)	25.0% (2)	62.5% (5)	12.5% (1)	0.0% (0)	8
Downtown Zoning A2D2 Evaluation	0.0% (0)	25.0% (2)	62.5% (5)	12.5% (1)	0.0% (0)	8

Comments

4

answered question	8
skipped question	0

9. Anything else?

Response Count

2

answered question	2
skipped question	6

10. The MANAGER maintains ethical standards and integrity in relations with others.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	12.5% (1)	12.5% (1)	75.0% (6)	4.63	8

Comments

1

answered question	8
skipped question	0

11. The STAFF maintains ethical standards and integrity in relations with others.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	12.5% (1)	12.5% (1)	75.0% (6)	4.63	8

Comments 1

answered question 8

skipped question 0

12. The MANAGER works well with the Planning Commission.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	12.5% (1)	25.0% (2)	62.5% (5)	4.50	8

Comments 1

answered question 8

skipped question 0

13. The STAFF works well with the Planning Commission.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	25.0% (2)	37.5% (3)	37.5% (3)	4.13	8

Comments 1

answered question 8

skipped question 0

14. The MANAGER communicates effectively in private and in public.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	25.0% (2)	25.0% (2)	50.0% (4)	4.25	8

Comments 1

answered question 8

skipped question 0

15. The STAFF communicates effectively in private and in public.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	62.5% (5)	12.5% (1)	25.0% (2)	3.63	8

Comments 1

answered question 8

skipped question 0

16. The MANAGER stays current with planning research and best practices.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	12.5% (1)	50.0% (4)	37.5% (3)	4.25	8

Comments 2

answered question 8

skipped question 0

17. The STAFF stays current with planning research and best practices.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	12.5% (1)	25.0% (2)	37.5% (3)	25.0% (2)	3.75	8

Comments 3

answered question 8

skipped question 0

18. The MANAGER promotes these traits (1-8 above) within the Planning Division.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	0.0% (0)	12.5% (1)	50.0% (4)	37.5% (3)	4.25	8

Comments 1

answered question 8

skipped question 0

19. The MANAGER provides appropriate orientation, training and development opportunities for Commission and staff.

	Not satisfactory	Needs improvement	Meets expectations	Exceeds expectations	Outstanding	Rating Average	Rating Count
Rating	0.0% (0)	12.5% (1)	37.5% (3)	37.5% (3)	12.5% (1)	3.50	8

Comments 3

answered question 8

skipped question 0

20. Anything else?

Response Count

1

answered question 1

skipped question 7

Page 2, Q1. The manager identifies problems and opportunities, poses alternative solutions for dealing with issues, and makes recommendations on how to implement the selected alternative.

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|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 1 | I'm always trying to shoot for the creative and aim high, and she seeks out new ideas to solve persistent issues while being realistic as to our local barriers (political and practical) | May 13, 2013 5:24 PM |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|

Page 2, Q2. The manager provides accurate, timely and comprehensive information to the Commission and public and provides the Commission with constructive, periodic reports regarding the status of planning matters under consideration.

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|---|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 1 | Even if a topic isn't proactively reported, she typically has the information if we ask. Even in these slower times there is a lot going on. | May 13, 2013 5:24 PM |
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Page 2, Q3. The manager keeps the Commission informed of major planning issues and best practices which relate to the approved major objectives or responsibilities of the Commission.

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|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1 | While I think the staff has a pretty good handle on possible ways to implement goals from our Master Plans, I think it would be helpful to have an annual report of what was accomplished (toward those goals) and what additional goals align with our current interests, as well as what we should be interested in. | May 13, 2013 5:24 PM |
| 2 | Might consider adding an item to the work sessions now and then, if not once a month, on a developing trend or "best practice" coming to the fore in the professional planning world | May 12, 2013 11:48 AM |

Page 2, Q4. The manager represents the Commission in an accurate and respectful manner before City Council, the community, City departments and other governmental units on planning considerations.

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|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 1 | City Council can be tough, especially when they aren't in the trenches ... hang in there and let CPC know when we can be more proactively helpful. Would an annual joint working session be helpful (maybe including a couple other commissions that may have valuable input on current issues)? | May 13, 2013 5:24 PM |
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Page 2, Q5. The manager ensures that the policies of the Master Plan are included in planning staff reports and recommendations.

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|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1 | Again, I have no sense of whether or not we're checking off Master Plan goals, or what's out there that should be on our radar. | May 13, 2013 5:24 PM |
| 2 | Would be good to focus on this component especially when there might be conflicting principles at play with regard to a specific project under consideration | May 12, 2013 11:48 AM |

Page 2, Q6. The manager assists the Commission in cross-coordination with City staff and commissions to ensure consistency with the adopted City plans.

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|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1 | I'd like to see us include other commissions (or at least a representative or two) when dealing with Energy, Environment, Parks, Housing, etc. | May 13, 2013 5:24 PM |
| 2 | Only thing I would add here is to get some input from the Legal office from time to time, particularly when new members join the Commission, and when a particular matter will be testy and the parameters of the law will be asserted. | May 12, 2013 11:48 AM |

Page 2, Q7. Anything else?

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|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1 | Great job! | May 13, 2013 5:24 PM |
| 2 | We are extremely fortunate to have as qualified, talented, perceptive and eventempered a manager as we do, and who "manages" others and the load of work in such an effective manner. | May 12, 2013 11:48 AM |
| 3 | I feel that the manager does an excellent job of keeping the Commission informed and organizing our activities. I hope we are able to complete teh ZORO and R4C updates so that the Zoning Ordinances will be more consistent and transparent. | May 7, 2013 9:01 AM |

Page 3, Q1. The manager and staff successfully moved forward the FY2012-2013 Annual Work Program:

1	ZORO and Flood Plain ordinance are City staff shortcomings ... while we can point to other priorities that have pushed them back, we need to know how CPC and our Council rep can help get these back on track. I don't think they should be abandoned. Sign Ordinance -- thought this was a higher priority but don't see much movement. Citizen Participation Ordinance -- not sure if it's broken, but I guess we need to hear that.	May 13, 2013 5:29 PM
2	Most of this work remains incomplete.	May 13, 2013 4:01 PM
3	There is only so much staff time and effort available, and I appreciate all the hard work that is going on. Would it be possible to make the argument--successfully--for more staff?	May 12, 2013 11:51 AM
4	Tough to say where "the buck stops" on items like ZORO and Floodplain. Perhaps we could have warned council on ZORO importance sooner than we have.	May 7, 2013 12:20 PM

Page 3, Q2. Anything else?

1	We demand a lot, all the time ...	May 13, 2013 5:29 PM
2	emphasis on establishing a community vision for various parts of Ann Arbor could be very inspiring, although a lot of work.	May 7, 2013 9:04 AM

Page 4, Q1. The MANAGER maintains ethical standards and integrity in relations with others.

1	I sense respect for transparency and respectfulness, even when it doesn't go the way someone would like.	May 13, 2013 5:37 PM
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Page 4, Q2. The STAFF maintains ethical standards and integrity in relations with others.

1	ditto above.	May 13, 2013 5:37 PM
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Page 4, Q2. The STAFF maintains ethical standards and integrity in relations with others.

Page 4, Q3. The MANAGER works well with the Planning Commission.

1	We can be frank with each other and conversations are productive.	May 13, 2013 5:37 PM
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Page 4, Q4. The STAFF works well with the Planning Commission.

1	Great staff. Everyone is passionate about their work and it shows.	May 13, 2013 5:37 PM
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Page 4, Q5. The MANAGER communicates effectively in private and in public.

1	yes.	May 13, 2013 5:37 PM
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Page 4, Q6. The STAFF communicates effectively in private and in public.

1	the lingo and regulations can be foreign and complex, but they do well putting it in terms most people can understand	May 13, 2013 5:37 PM
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Page 4, Q7. The MANAGER stays current with planning research and best practices.

1	it appears that she stays on top of what is happening elsewhere	May 13, 2013 5:37 PM
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Page 4, Q7. The MANAGER stays current with planning research and best practices.

2	As noted in previous comment, add an item on this at work sessions	May 12, 2013 11:56 AM
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Page 4, Q8. The STAFF stays current with planning research and best practices.

1	while new approaches can be a real challenge to consider and implement, they are willing to give it a go	May 13, 2013 5:37 PM
2	See comment immediately above; might use such an item to focus on individual staff members to much such presentations, not only for the substance of it, but to get to know said staff persons in particular.	May 12, 2013 11:56 AM
3	I'm assuming they stay current, however I can't remember the last time I've seen or heard the phrase "best practice" communicated in a staff report. May help support master plan goals.	May 7, 2013 12:27 PM

Page 4, Q9. The MANAGER promotes these traits (1-8 above) within the Planning Division.

1	she promotes seeking creative solutions while being responsible with their time	May 13, 2013 5:37 PM
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Page 4, Q10. The MANAGER provides appropriate orientation, training and development opportunities for Commission and staff.

1	I think so ... it appears that staff get a chance to participate in webinars and conferences	May 13, 2013 5:37 PM
2	Would add more of these especially for new members of the commission.	May 12, 2013 11:56 AM
3	Training opportunities are very good. Perhaps we should discuss whether an internal legal and/or external training should be required for new commissioners on the annual calendar.	May 7, 2013 12:27 PM

1 Love you guys!

May 13, 2013 5:37 PM