

	Excellent	Above Average	Average	Below Average	Poor
The County Manager is accessible and responsive.	58% (4)	23.5% (2)	17.6% (2)		
The County Manager communicates effectively, seeking and providing feedback where appropriate.	58% (4)	23.5% (2)	17.6% (2)		
The County Manager inspires growth, development, collaboration, and cooperation.	78.9% (6)	21.1% (2)			
The County Manager is an effective planner and problem-solver, taking into consideration the pros and cons of all available options and deciding on the best course of action.	67.6% (5)	32.4% (3)			
The County Manager provides a clear sense of purpose and direction, roles and responsibilities to me.	69.4% (5)	22.2% (2)	8.3% (1)		
The County Manager encourages and supports me.	89.7% (7)	10.3% (1)			
The County Manager conducts himself in a professional, ethical manner.	69.4% (5)	22.2% (2)	8.3% (1)		

**Provide an example of something the County Manager does exceptionally well.**

- Empowerment - The County Manager allows his Directors to lead and manage their respective departments in accordance with the overall guidance he provides.
- Jeff is always available when needed and offers clear directions to deal with issues. He is not shy about dealing with tough issues, but does it professionally.
- The County Manager excels at communicating as well as listening to staffs' comments. He is not afraid to change his mind if someone else has a better idea as to how to accomplish a Board of County Commissioners' policy/goal. He also excels in promoting that county government is a team sport and that he considers himself a member of that team.
- Jeff is always able to think on his feet, to always come up with a solution to any problem that is thrown at him. He is a clear thinker and is able to speak and explain any and everything to any audience at the time.
- The County Manager is very good at communicating with the Board, leadership team, and public.
- Jeff does an excellent job in keeping his department heads informed on what is going on in the County.
- He has great knowledge of all the departments. He sees the history and future needs, of not only the employees, but the County as a whole.

**Provide an example of something the County Manager could improve.**

- I feel that Jeff has significantly improved on the way that he conducts himself and his approach when speaking. (I like direct and to the point, but a lot of people don't). He needs to continue improving on this.
- The County Manager does spread himself a bit thin at times by having to be the acting emergency manager as well as the acting Community Development Director. However, this is a function of the county budget and as such, should not be considered a flaw that the County Manager has the ability to improve.
- This is difficult as he is very good in his position. Possibly occasionally visiting the different departments so that the individual employees get a chance to meet him.
- He could communicate on a regular basis with staff on current and future status, and delegate tasks.

**Provide any additional feedback about the County Manager and his performance.**

- I feel that Jeff does a great job as the County Manager for Lyon County. Good Job Jeff.
- I have worked for a lot of local jurisdictions (both cities and counties). This particular County Manager is the best performing city or county manager that I have ever worked with and for.
- The County is very fortunate to have Jeff as their County Manager, Emergency Manager and Community Development Director. He does an outstanding job in all areas that he is called upon to handle.
- Jeff wants to see progress and success. He strives for the best outcome and works through many difficult challenges daily.