

# Memorandum

**REPORT TO:** City Commission

**FROM:** Mayor, Terry Cunningham  
Deputy Mayor, Joey Morrison  
Commissioner, Jennifer Madgic  
Commissioner, Douglas Fischer  
Commissioner, Emma Bode

**SUBJECT:** City Manager Annual Performance Evaluation

**MEETING DATE:** December 9, 2025

**AGENDA ITEM TYPE:** Administration

**RECOMMENDATION:** Discuss the City Manager Annual Performance Evaluation

The Mayor may close the meeting to the public pursuant to Sect. 2-3-203(3), MCA, during the time discussion relates to a matter of individual privacy if, and only if, the Mayor determines the demands of individual privacy clearly exceed the merits of public disclosure. The right of individual privacy may be waived by the individual about whom the discussion pertains and, in that event, the meeting must be open.

**STRATEGIC PLAN:** 7.1 Values-Driven Culture: Promote a values-driven organizational culture that reinforces ethical behavior, exercises transparency and maintains the community's trust.

**BACKGROUND:** City Manager Winn's performance evaluation is contractually required to occur in December of each year.

**UNRESOLVED ISSUES:** None

**ALTERNATIVES:** As per the Commission.

**FISCAL EFFECTS:** None

Report compiled on: November 20, 2025