

C. **MANAGER also understands and agrees that the City Council shall have the power to determine, from time to time, the specific duties to be performed by MANAGER, and the general manner by which those duties shall be performed. MANAGER shall report directly to the City Council and serve at the pleasure of the Council. . CITY shall, in Executive Session, annually review the performance of the MANAGER subject to a mutually agreed upon process, form, criteria and format for the evaluation which shall have been agreed upon in advance by both parties. The process at a minimum should include the opportunity for both parties to: (1) prepare a written evaluation, (2) meet and discuss the evaluation, and (3) present a written summary of the evaluation results. The final written evaluation shall be completed and delivered to the MANAGER within thirty (30) days of the evaluation meeting.**