



September 19, 2017

AGENDA ITEM 6 B

EXECUTIVE DIRECTOR EVALUATION

TYPE OF ITEM: No Action Required

STATEMENT OF ISSUE

The contract for the Executive Director provides for an annual evaluation and, per the CRTPA Bylaws, the Executive Committee is charged with conducting the evaluation. At the August 23 CRTPA Executive Committee Meeting, members completed evaluation of the executive director (see ***Attachment 1***) and recommended taking the evaluation to the September 19 CRTPA meeting.

ATTACHMENTS

Attachment 1: Individual Commissioner Evaluations
 Compiled Evaluation Results



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date:

REVIEW INFORMATION

Reviewer Name: Curt's Richardson **Review Period:** July 18, 2016 – July 18, 2017

Complete this review using the following scale:

- 2 = EXCEEDS JOB EXPECTATIONS:** Consistently exemplary performance, including in demanding situations or circumstances.
1 = MEETS JOB EXPECTATIONS: Competent performance in most situations and circumstances.
0 = PARTIALLY MEETS JOB EXPECTATIONS -- Shows capability, but in a variable manner. Improvement needed in key areas.
X = DOES NOT MEET JOB EXPECTATIONS -- Major or ongoing problems that negatively impact organizational objectives.

(Outstanding) (Good) (Needs Work) (Poor)

EVALUATION

2 1 0 X

Maintains effective communications with and availability for the CRTPA Board	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Represents the CRTPA well, understands role, and implements the Board's vision	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands and maintains compliance with Federal and State MPO requirements as they apply to the CRTPA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands current trends and issues impacting the CRTPA and membership, informs the Governing Board as to their implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hires and develops qualified staff appropriate for day-to-day operations and guides staff to achieve objectives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains public image of the CRTPA representing service, vitality and professionalism while enhancing the visibility and identity of the organization	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Builds relationships and encourages the creation of partnerships with other organizations that contribute to the CRTPA's mission and vision	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops sound budgets for current and future revenues and expenses necessary to maintain daily and overall operations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meets challenges head on	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages assets including technology, equipment, budget, and office space	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Encourages public involvement and maintains transparency for the Board, the public, and staff

☐☒☐☐

Inspires confidence, establishes credibility with the CRTPA Board

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Maintains a "big picture" outlook and is aware of industry issues

☒☐☐☐

Exhibits diligence in leading the CRTPA

☒☐☐☐

Forecasts trends, responds to change, and invites innovation

☒☐☐☐

Solicits and acts upon the ideas of others when appropriate

☒☐☐☐

Demonstrates excellence in carrying out job responsibilities and accomplishing goals

☒☐☐☐

Participates in relevant and worthwhile professional organizations

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Areas for improvement:

Additional Comments:



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date: July 25, 2017

REVIEW INFORMATION

Reviewer Name:

Review Period:

July 18, 2016 – July 18, 2017

Complete this review using the following scale:

- 2** = EXCEEDS JOB EXPECTATIONS: Consistently exemplary performance, including in demanding situations or circumstances.
1 = MEETS JOB EXPECTATIONS: Competent performance in most situations and circumstances.
0 = PARTIALLY MEETS JOB EXPECTATIONS -- Shows capability, but in a variable manner. Improvement needed in key areas.
X = DOES NOT MEET JOB EXPECTATIONS -- Major or ongoing problems that negatively impact organizational objectives.

(Outstanding) (Good) (Needs Work) (Poor)

EVALUATION

2

1

0

X

Maintains effective communications with and availability for the CRTPA Board

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Represents the CRTPA well, understands role, and implements the Board's vision

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Understands and maintains compliance with Federal and State MPO requirements as they apply to the CRTPA

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Understands current trends and issues impacting the CRTPA and membership, informs the Governing Board as to their implications

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Hires and develops qualified staff appropriate for day-to-day operations and guides staff to achieve objectives

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Maintains public image of the CRTPA representing service, vitality and professionalism while enhancing the visibility and identity of the organization

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Builds relationships and encourages the creation of partnerships with other organizations that contribute to the CRTPA's mission and vision

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Develops sound budgets for current and future revenues and expenses necessary to maintain daily and overall operations

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Meets challenges head on

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Manages assets including technology, equipment, budget, and office space

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CRTPA Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date: 6/29/17

REVIEW INFORMATION

Reviewer Name: Betsy Barfield

Review Period: Annual

Complete this review using the following scale:

- 2 = EXCEEDS JOB EXPECTATIONS: Consistently exemplary performance, including in demanding situations or circumstances.
 1 = MEETS JOB EXPECTATIONS: Competent performance in most situations and circumstances.
 0 = PARTIALLY MEETS JOB EXPECTATIONS -- Shows capability, but in a variable manner. Improvement needed in key areas.
 X = DOES NOT MEET JOB EXPECTATIONS -- Major or ongoing problems that negatively impact organizational objectives.

	(Outstanding)	(Good)	(Needs Work)	(Poor)
EVALUATION	2	1	0	X
Maintains effective communications with and availability for the CRTPA Board	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Represents the CRTPA well, understands role, and implements the Board's vision	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands and maintains compliance with Federal and State MPO requirements as they apply to the CRTPA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands current trends and issues impacting the CRTPA and membership, informs the Governing Board as to their implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hires and develops qualified staff appropriate for day-to-day operations and guides staff to achieve objectives	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains public image of the CRTPA representing service, vitality and professionalism while enhancing the visibility and identity of the organization	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Builds relationships and encourages the creation of partnerships with other organizations that contribute to the CRTPA's mission and vision	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops sound budgets for current and future revenues and expenses necessary to maintain daily and overall operations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meets challenges head on	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages assets including technology, equipment, budget, and office space	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourages public involvement and maintains transparency for the Board, the public, and staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Inspires confidence, establishes credibility with the CRTPA Board	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains a "big picture" outlook and is aware of industry issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exhibits diligence in leading the CRTPA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forecasts trends, responds to change, and invites innovation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Solicits and acts upon the ideas of others when appropriate	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrates excellence in carrying out job responsibilities and accomplishing goals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates in relevant and worthwhile professional organizations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional Comments:

Greg is a refreshing reset for the CRTPA. I believe we made the best choice in Greg as our new ED.

In my communications with FDOT I get the sense that Greg has formed good relationships from the very start. That work is key to moving our organization forward and advancing much-needed projects in our region.

Already he has made strides in personnel and a good review of staff and their duties and abilities.

Overall I am satisfied with Greg's performance and I look forward to him improving as he settles in to his role as our ED.

Encourages public involvement and maintains transparency for the Board, the public, and staff

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Inspires confidence, establishes credibility with the CRTPA Board

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Maintains a "big picture" outlook and is aware of industry issues

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Forecasts trends, responds to change, and invites innovation

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Demonstrates excellence in carrying out job responsibilities and accomplishing goals

☒☐☐☐

Participates in relevant and worthwhile professional organizations

☒☐☐☐

Areas for improvement:

A little more lead time in the agenda distribution would always be helpful, however, I recognize it is not always realistic.

Additional Comments:

I am very pleased with the progress Greg has made improving our relations with the Florida Department of Transportation. I believe we are well-represented and the relationship building he is doing will assist us in the years to come.

	Chair Richardson	Vice-Chair N. Maddox	Past Chair Barfield
Maintains effective communications with and availability for the CRTPA Board	2	2	1
Represents the CRTPA well, understands role, and implements the Board's vision	2	2	2
Understands and maintains compliance with Federal and State MPO requirements as they apply to the CRTPA	2	2	1
Understands current trends and issues impacting the CRTPA and membership, informs the Governing Board as to their implications	2	2	1
Hires and develops qualified staff appropriate for day-to-day operations and guides staff to achieve objectives	2	1	1
Maintains public image of the CRTPA representing service, vitality and professionalism while enhancing the visibility and identity of the organization	1	2	1
Builds relationships and encourages the creation of partnerships with other organizations that contribute to the CRTPA's mission and vision	2	2	1
Develops sound budgets for current and future revenues and expenses necessary to maintain daily and overall operations	2	2	2
Meets challenges head on	2	2	1
Manages assets including technology, equipment, budget, and office space	2	1	1
Encourages public involvement and maintains transparency for the Board, the public, and staff	1	2	1
Inspires confidence, establishes credibility with the CRTPA Board	2	2	1
Maintains a "big picture" outlook and is aware of industry issues	2	2	1
Exhibits diligence in leading the CRTPA	2	2	1
Forecasts trends, responds to change, and invites innovation	2	2	1
Solicits and acts upon the ideas of others when appropriate	2	2	0
Demonstrates excellence in carrying out job responsibilities and accomplishing goals	2	2	1
Participates in relevant and worthwhile professional organizations	1	2	-