

August 24, 2021



**AGENDA ITEM 3 G**

**EXECUTIVE DIRECTOR ANNUAL EVALUATION**

**TYPE OF ITEM: Discussion**

**STATEMENT OF ISSUE**

We have received and compiled the results of the Executive Director's evaluations.

**RECOMMENDED ACTION**

As desired by the Executive Committee.

**ATTACHMENTS**

Attachment 1: Individual Commissioner Evaluations



## Executive Director Performance Review

### EMPLOYEE INFORMATION

**Name:** Greg Slay

**Review Date:**

### REVIEW INFORMATION

**Reviewer Name:** Kristen Dozier

**Review Period:**

July 18, 2020 – July 18, 2021

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**

x

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

x

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

x

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

x

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

x

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

x

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

x

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

x

**Meets challenges head on**

x

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

x

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

**Inspires confidence, establishes credibility with the CRTPA Board**

**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**

**Areas for improvement:**

**Additional Comments:**



# Executive Director Performance Review

## EMPLOYEE INFORMATION

**Name:** Greg Slay

**Review Date:** 8-18-21

## REVIEW INFORMATION

**Reviewer Name:** Randy Merritt

**Review Period:** July 18, 2020 – July 18, 2021

Complete this review using the following scale:

- 2** = EXCEEDS JOB EXPECTATIONS: Consistently exemplary performance, including in demanding situations or circumstances.
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- 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**

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

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

x

**Inspires confidence, establishes credibility with the CRTPA Board**

x

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

x

**Exhibits diligence in leading the CRTPA**

x

**Forecasts trends, responds to change, and invites innovation**

x

**Solicits and acts upon the ideas of others when appropriate**

x

**Demonstrates excellence in carrying out job responsibilities and accomplishing goals**

x

**Participates in relevant and worthwhile professional organizations**

x

**Areas for improvement:**

**Additional Comments:**

Excellent Job.



## Executive Director Performance Review

### EMPLOYEE INFORMATION

**Name:** Greg Slay **Review Date:** 08/19/2021

### REVIEW INFORMATION

**Reviewer Name:** Jeremy Matlow **Review Period:** July 18, 2020 – July 18, 2021

Complete this review using the following scale:

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

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

X

**Inspires confidence, establishes credibility with the CRTPA Board**

X

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

X

**Exhibits diligence in leading the CRTPA**

X

**Forecasts trends, responds to change, and invites innovation**

X

**Solicits and acts upon the ideas of others when appropriate**

X

**Demonstrates excellence in carrying out job responsibilities and accomplishing goals**

X

**Participates in relevant and worthwhile professional organizations**

X

**Areas for improvement:**

**Additional Comments:**

A pleasure to work with.