

August 15, 2022



EXECUTIVE COMMITTEE AGENDA ITEM 4 C

**EXECUTIVE DIRECTOR ANNUAL EVALUATION**

TYPE OF ITEM: Action

**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:** August 9, 2022

### REVIEW INFORMATION

**Reviewer Name:** Kristen Dozier

**Review Period:** July 18, 2021 – July 18, 2022

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**





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





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





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





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





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





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





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





**Meets challenges head on**





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

**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:**