

August 22, 2023



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.

ATTACHMENT

Attachment 1: Individual Commissioner Evaluations



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date:

REVIEW INFORMATION

Reviewer Name: COMMISSIONER
MESSERSMITH

Review Period: July 18, 2022 – July 18, 2023

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

	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 checked="" type="checkbox"/>	<input 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

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:

Mr. Slay is always available whenever a question or concern arises with regard to each county, municipality or funding of projects that come before the board and/or citizens that are served.



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date: 08/18/2023

REVIEW INFORMATION

Reviewer Name: Commissioner Matlow

Review Period:

July 18, 2022 – July 18, 2023

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

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:

Meets and exceeds all expectations of the job.

Additional Comments:

It's been a pleasure working with you. Keep up the good work!



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date: August 21, 2023

REVIEW INFORMATION

Reviewer Name: Rick Minor

Review Period: July 18, 2022 – July 18, 2023

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:

None noted.

Additional Comments:

As the Executive Director for the CRTPA, Mr. Slay has consistently exceeded job expectations in each of the areas noted above. He demonstrates professionalism with the Board, partners, staff, and citizens and is highly knowledgeable of federal and state MPO requirements.

Mr. Slay is also very adept in his communication and transparency with Board members and citizens. On numerous occasions I have asked him to meet with me and members of the public to discuss CRTPA funding, new opportunities, and/or specific CRTPA projects. In every case, he conveyed relevant information in a direct, easily understandable way. He also listens intently to constituents' concerns and shows a sincere interest in developing feasible solutions.

In summary, Mr. Slay is a great asset to the CRTPA and his service is of significant benefit to the people of the Capital Region.