

EXECUTIVE COMMITTEE AGENDA ITEM 4 C

EXECUTIVE DIRECTOR ANNUAL EVALUATION

Type of Item: Action

STATEMENT OF ISSUE

This item provides the results of the Executive Director's annual evaluation received from members of the Executive Committee.

RECOMMENDED ACTION

As desired by the Executive Committee.

ATTACHMENT

Attachment 1: Individual Commissioner Evaluations Received



Executive Director Performance Review

EMPLOYEE INFORMATION							
Name:	Markayan wan terkan kana ana ana ana ana ana ana ana ana	Review Date:	August 5	, 2025			
	REVI	EW INFORMATI	ON				
Reviewe		Review Period:	July	18, 2024 - July 1	8, 2025		
13.5	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) EVALUATION	(Good)	(Needs Work)	(Poor)		
		2	1	0	X		
	ins effective communications with railability for the CRTPA Board	\boxtimes					
	sents the CRTPA well, understands nd implements the Board's vision						
with F	stands and maintains compliance ederal and State MPO requirements y apply to the CRTPA	\boxtimes					
impact	stands current trends and issues ling the CRTPA and membership, s the Governing Board as to their ations	\boxtimes					
approp	and develops qualified staff oriate for day-to-day operations and staff to achieve objectives	\boxtimes					
repres profes	ins public image of the CRTPA enting service, vitality and sionalism while enhancing the ty and identity of the organization	\boxtimes					
creatio organi	relationships and encourages the on of partnerships with other zations that contribute to the 's mission and vision	\boxtimes					
future	ps sound budgets for current and revenues and expenses necessary ntain daily and overall operations	\boxtimes					
Meets	challenges head on	\bowtie		П	П		

 \boxtimes

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

Encourages public involvement and maintains transparency for the Board, the public, and staff	\boxtimes		
Inspires confidence, establishes credibility with the CRTPA Board	\boxtimes		
Maintains a "big picture" outlook and is aware of industry issues	\boxtimes		
Exhibits diligence in leading the CRTPA	\boxtimes		
Forecasts trends, responds to change, and invites innovation	\boxtimes	П	
Solicits and acts upon the ideas of others when appropriate	\boxtimes		
Demonstrates excellence in carrying out job responsibilities and accomplishing goals	\bowtie		П
Participates in relevant and worthwhile professional organizations			

Areas for improvement:

Additional Comments:

Greg's leadership through the years has been exemplary!



Executive Director Performance Review

	EMPLOYEE INFORMATION					
Name	e: Greg Slay	Review Date:				
IN EUR	REVI	EW INFORMAT	ION			
		Review Period:	J	luly 18, 2024 – July 1	8, 2025	
•	lete 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) EVALUATION	(Good)	(Needs Work)	(Poor)	
		2	1	0	X	
	intains effective communications with days are the communications with days are the communications with the communications will be communicated with the communication will be communicated with the communicated will be communica					
	presents the CRTPA well, understands e, and implements the Board's vision	Ø				
wit	derstands and maintains compliance th Federal and State MPO requirements they apply to the CRTPA					
im _l	derstands current trends and issues pacting the CRTPA and membership, orms the Governing Board as to their plications					
apı	es and develops qualified staff propriate for day-to-day operations and ides staff to achieve objectives					
rep pro	intains public image of the CRTPA presenting service, vitality and pressionalism while enhancing the ibility and identity of the organization	9				
cre org	ilds relationships and encourages the eation of partnerships with other ganizations that contribute to the TPA's mission and vision					
fut	velops sound budgets for current and ure revenues and expenses necessary maintain daily and overall operations	9				
Me	ets challenges head on	9				
Ma	nages assets including technology, uipment, budget, and office space					

maintains transparency for the Board, the public, and staff			
Inspires confidence, establishes credibility with the CRTPA Board	4		
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. Sluy is always available for questions concerns whenever the need arises presents itself. The stuff is energetic and diligent and there is an apparent cohesine, established and educated work environment with him at the Whelm.



Executive Director Performance Review

Employee Information							
Name: Greg Slay Review Date: August 21, 2025							
		REVIEW INFORMATION	ON				
Reviewer Name: Review Period: July 18, 2024 – July 18, 2025							
Consulate this wastern return the fellowing and a							

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

	(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	\boxtimes			
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	\boxtimes			
Builds relationships and encourages the creation of partnerships with other organizations that contribute to the CRTPA's mission and vision	\boxtimes			
Develops sound budgets for current and future revenues and expenses necessary to maintain daily and overall operations				
Meets challenges head on	\boxtimes	П	П	П
Manages assets including technology, equipment, budget, and office space	\boxtimes			

Encourages public involvement and maintains transparency for the Board, the public, and staff			
Inspires confidence, establishes credibility with the CRTPA Board	\boxtimes		
Maintains a "big picture" outlook and is aware of industry issues	\boxtimes		
Exhibits diligence in leading the CRTPA	\boxtimes		
Forecasts trends, responds to change, and invites innovation	\boxtimes		
Solicits and acts upon the ideas of others when appropriate			
Demonstrates excellence in carrying out job responsibilities and accomplishing goals	\boxtimes		
Participates in relevant and worthwhile professional organizations	\boxtimes		
-			

Areas for improvement:

None identified. Greg does an excellent job in running this organization.

Additional Comments:

I enjoy working with Greg and his staff to make great decisions on moving our region forward in the transportation arena and doing it with safety as the overall mission.