

September 16, 2025



AGENDA ITEM 5 B

**EXECUTIVE DIRECTOR'S ANNUAL EVALUATION**

TYPE OF ITEM: Consent

**STATEMENT OF ISSUE**

The Executive Director's performance evaluations were completed by the Executive Committee Members and are presented for final approval.

**EXECUTIVE COMMITTEE ACTION**

The CRTPA Executive Committee met on August 28, 2025 and discussed the evaluations.

**RECOMMENDED ACTION**

Option 1: Approve the Executive Director's Evaluations for 2025.  
(Recommended)

Option 2: Provide other direction.

**ATTACHMENT**

Attachment 1: Executive Director's Evaluations for 2025



## Executive Director Performance Review

### EMPLOYEE INFORMATION

**Name:** Greg Slay

**Review Date:** August 5, 2025

### REVIEW INFORMATION

**Reviewer Name:** Commissioner Maddox

**Review Period:** July 18, 2024 – July 18, 2025

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:**

**Greg's leadership through the years has been exemplary!**



## Executive Director Performance Review

### EMPLOYEE INFORMATION

**Name:** Greg Slay

**Review Date:**

### REVIEW INFORMATION

**Reviewer Name:**

**Review Period:**

July 18, 2024 – July 18, 2025

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(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**

☒☐☐☐

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

Areas for improvement:

**Additional Comments:**

Mr. Stuy is always available for questions/concerns whenever the need arises/presents itself. The staff is energetic and diligent and there is an apparent cohesive, established and educated work environment with him at the helm.





# Executive Director Performance Review

## EMPLOYEE INFORMATION

**Name:** Greg Slay

**Review Date:** August 21, 2025

## REVIEW INFORMATION

**Reviewer Name:**

**Review Period:**

July 18, 2024 – July 18, 2025

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(Outstanding)

(Good)

(Needs Work)

(Poor)

## EVALUATION

**2**

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

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**Participates in relevant and worthwhile professional organizations**

☒☐☐☐

**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.