

September 10, 2026



EXECUTIVE COMMITTEE AGENDA ITEM 5 E

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 to Date



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date: August 28, 2026

REVIEW INFORMATION

Reviewer Name: Nick Maddox

Review Period: July 18, 2025 – July 18, 2026

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:

N/A

Additional Comments:

Keep up the great work!



Executive Director Performance Review

EMPLOYEE INFORMATION

Name: Greg Slay

Review Date: 9-9-26

REVIEW INFORMATION

Reviewer Name: Dianne Williams-Cox 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:

N/A

Additional Comments:

Thanks for your leadership!

Alaine Williams-Cox