

**2020 County Manager
Performance Feedback Survey Results
Executive Summary**

The goal of the 2020 County Manager annual performance feedback survey was to obtain insight and perspectives on the performance of County Manager Eric Brown over the past year. In total 34 individuals, including elected officials, regional leaders, and department and division heads from within the County organization were invited to participate in the survey; 28 responded (82% response rate).

The survey questions were specific to 4 specific groups:

- ✓ County Commissioners
- ✓ Direct Reports
- ✓ Department Heads & Elected County Officials
- ✓ External Stakeholders

Respondents were asked to consider County Manager Brown's performance relating to his leadership, communication, community and intergovernmental relations, and Board of County Commissioners relations.

Respondents were allowed to choose one of the following responses for each question:

- Exceeds expectations: Performance is consistently exceptional. This person is a role model of competency.
- Meets expectations: Performance meets and periodically exceeds expectations. This person is a strong contributor to the organization.
- Area for growth: Performance does not consistently meet reasonable expectations and standards. Immediate steps must be taken to improve.
- Evaluator has no basis for judgment.

The number of respondents who chose *Exceeds Expectations* and *Meets Expectations* are shown together below for ease of presentation and because a response in either category is an indication of successful performance as defined in the survey.

All groups were asked to evaluate the same questions related to Leadership, Work Ethic/Integrity, Communication Skills, and Overall Evaluation. The summary table below shows the average percentage of responses* in each of these areas.

County Manager Questions Evaluated by all Participants	Meets or Exceeds Expectations Avg % of Responses	Area for Growth Avg % of Responses
Leadership	93%	7%
Work Ethic/Integrity	93%	7%
Communication Skills	96%	4%
Overall Evaluation	93%	7%

*Excluding evaluators who indicated *No Basis for Judgment* on a competency



WASHOE COUNTY

Integrity Communication Service

www.washoecounty.us

2020

Performance Feedback Survey Results

for

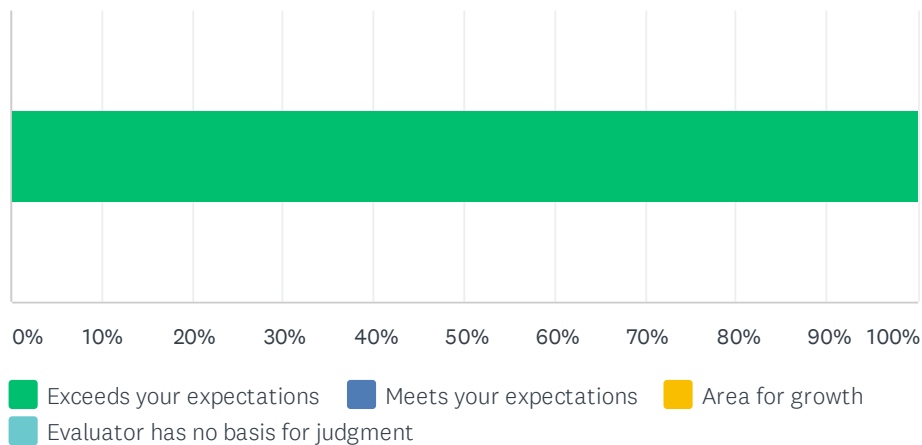
Eric Brown

Washoe County Manager

December 8, 2020

Q1 Sets an effective example of high personal standards and integrity, inspiring staff to do the same.

Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	4
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

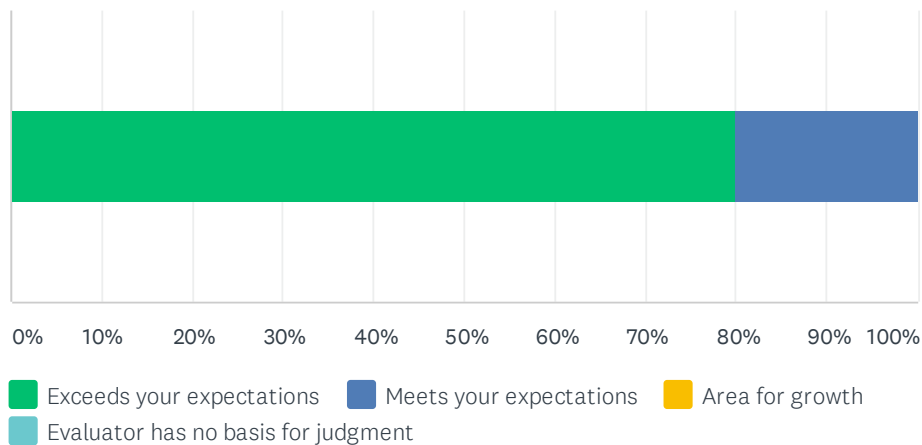
Q2 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	Doesn't stop his work bc it's "hard."	10/27/2020 1:58 PM
2	2020 has been a very stressful year with Covid 19 and election challenges . Mr. Brown has proven his leadership and management skills and guided the county through the chaos very skillfully. Manager Brown in his first year has met and handled many obstacles with optimism and a steady positive attitude.	10/23/2020 8:46 AM
3	I believe that the manager has integrated perfectly with the staff over the last year and has led the organization with strong values and leadership in such a difficult year.	10/21/2020 12:03 PM
4	Eric is always professional and polite regardless of the situation and he has done a great job of assuring he and his team provide good customer service.	10/15/2020 9:22 AM

Q3 Functions as an effective leader of the organization; gaining trust, respect, and cooperation.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	80.00%	4
Meets your expectations	20.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

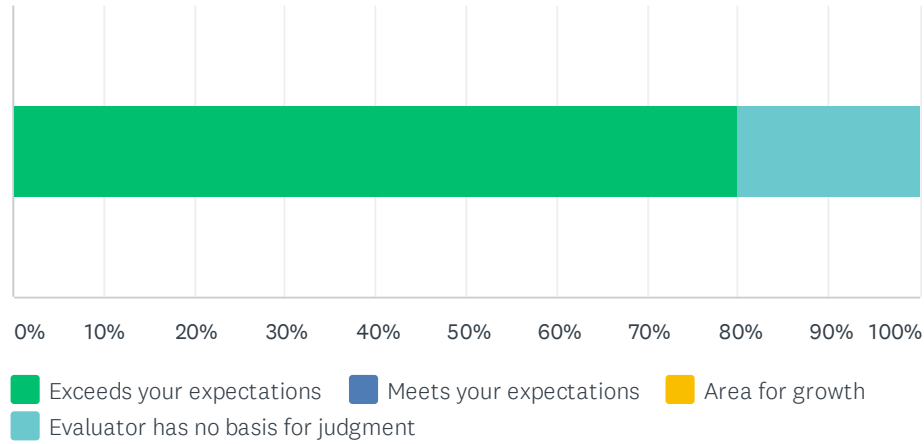
Q4 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	Total pro	10/27/2020 1:58 PM
2	Washoe County has some strongly opinionated Commissioners and employees and Mr. Brown has consistently proven himself as a true leader by showing respect to all, by being a gentleman in every way and a shining representative of our county we can be proud of. He always takes the time to listen and work side by side with you to solve problems and bring about change .	10/23/2020 8:46 AM
3	I believe in the last year the Manager has done everything in his power to meet all of his staff while balancing a very challenging response to COVID- 19. the environment has been the limiting factor for the manager.	10/21/2020 12:03 PM
4	In truth I expected Eric to be a top effective leader. I haven't been disappointed.	10/15/2020 9:22 AM

Q5 Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	80.00%	4
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	20.00%	1
TOTAL		5

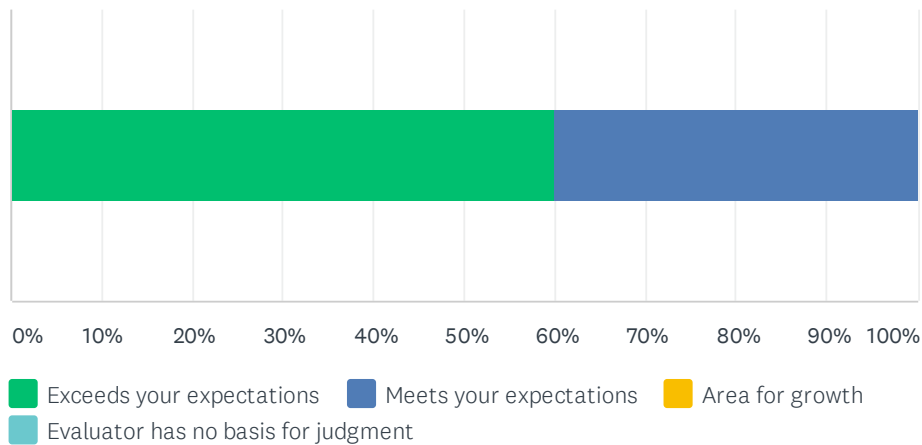
Q6 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 2

#	RESPONSES	DATE
1	2020 has been an almost constant emergency! Manager Brown has calmly and steadfastly led the community through the Covid 19 disaster. This has been a huge wildfire year and Mr. Brown works closely with Chief Moore. Another emergency item was the Black Lives Matters Protest and he worked with Sheriff Balaam toward keeping our county's citizens and properties protected. Mr. Brown has proven he has the stamina and the ability to handle the demanding challenges he faces as a county manager.	10/23/2020 8:46 AM
2	the COVID-19 pandemic was a perfect example of the manager's ability to communicate in an emergency situation. he is an effective communicator and mediator.	10/21/2020 12:03 PM
3	He has done and excellent job of keeping all Commissioners informed of issues.	10/15/2020 9:22 AM

Q7 Effectively implements the Board's policy directions and philosophy.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	60.00%	3
Meets your expectations	40.00%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

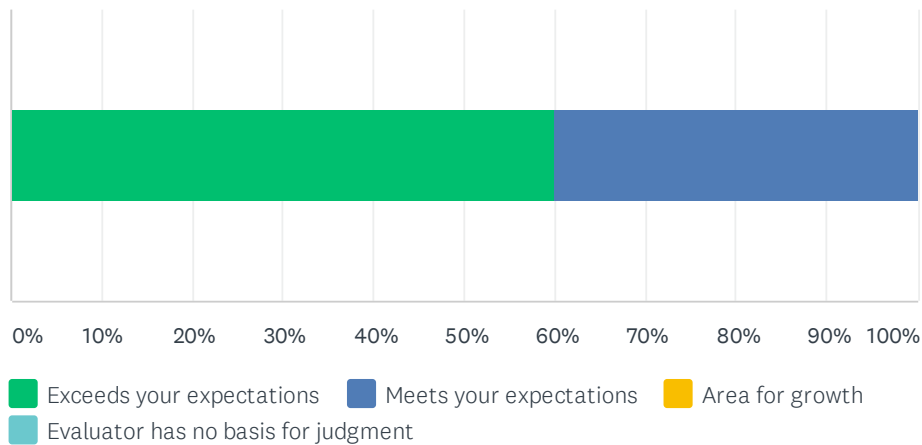
Q8 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	Doing a good job at following existing and evolving board action.	10/27/2020 1:58 PM
2	Sometimes there are situations where the Commissioners have not given their decisions enough forethought and Mr Brown has brought forth suggestions to cure that without stepping on anyones toes. That is the sign of a true leader.	10/23/2020 8:46 AM
3	I believe that the Manager has taken the direction of the board seriously and does his best to implement their direction. However, I believe the manager could improve his response to individual commissioners in concert with the chair when certain requests can not be fulfilled.	10/21/2020 12:03 PM
4	He follows through on every direction or question presented to him by Commissioners.	10/15/2020 9:22 AM

Q9 Effectively implements the Board's policy directions and philosophy.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	60.00%	3
Meets your expectations	40.00%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

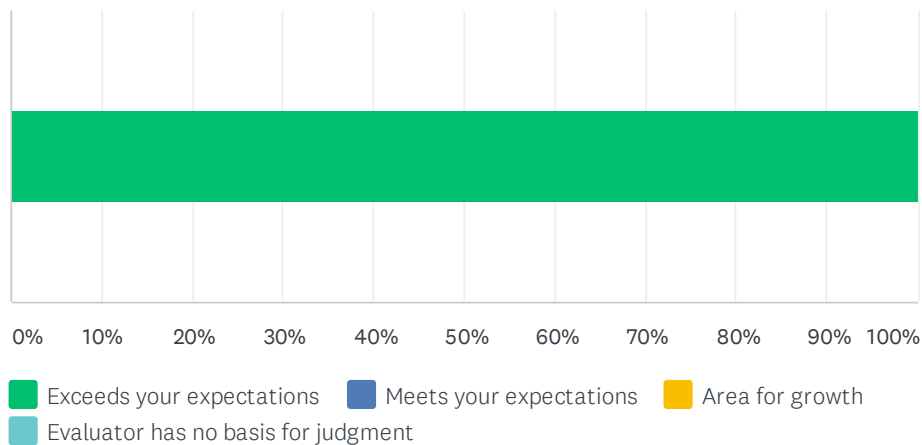
Q10 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	Superior to all other CM's in this regard. Refreshing to see.	10/27/2020 1:58 PM
2	Same as 7	10/23/2020 8:46 AM
3	this is the same question as above	10/21/2020 12:03 PM
4	Since Eric joined the County I've been pleased to see how the senior management team has become more receptive to concerns of the Board.	10/15/2020 9:22 AM

Q11 Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	5
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

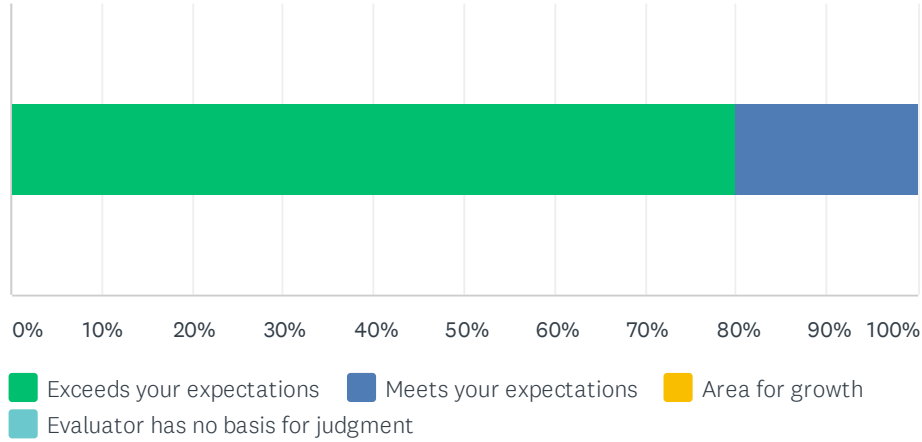
Q12 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	Keep those boundaries up. Board does NOT individually direct staff nor should be back dooring the CM. Bad for governance and tough on staff.	10/27/2020 1:58 PM
2	I believe Mr. Brown truly excels in his relationships with employees as well as Commissioners and he is such a good listener he is able to work miracles. Even during meetings he has called in Department heads to clear up a small question to prevent it from becoming a large problem.	10/23/2020 8:46 AM
3	I have personally observed the manager in certain situations be that effective liaison between the Commission and Staff. He does a fantastic job managing both groups	10/21/2020 12:03 PM
4	Eric expects his team to follow his example but he is not a micromanager and allows his team to do their jobs.	10/15/2020 9:22 AM

Q13 Communicates complete and accurate information to all Board members in a timely manner.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	80.00%	4
Meets your expectations	20.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

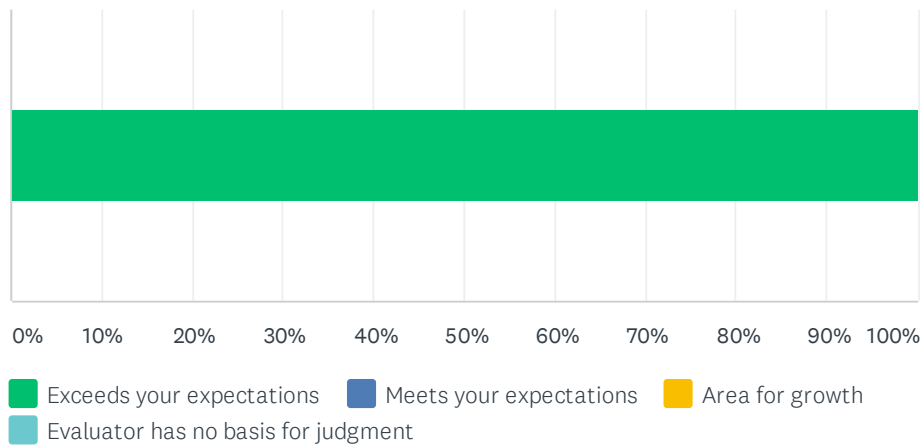
Q14 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 2

#	RESPONSES	DATE
1	Again, superior to all other CM's.	10/27/2020 1:58 PM
2	No added detail	10/21/2020 12:03 PM
3	Already explained that I'm particularly happy with the way he communicates with all Commissioners.	10/15/2020 9:22 AM

Q15 Responds well to requests, advice, and constructive criticism.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	5
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

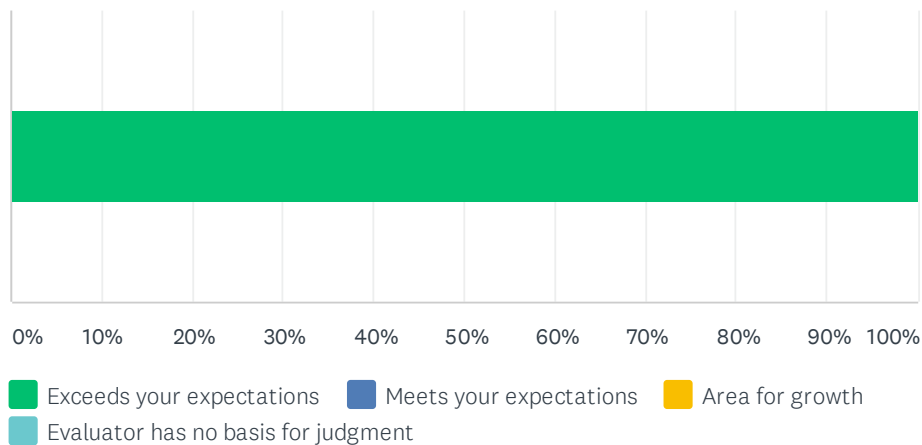
Q16 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 2

#	RESPONSES	DATE
1	Never takes personal bait. Flies above the personality clashes.	10/27/2020 1:58 PM
2	The Manager has been extremely responsive and helpful and also very humble and willing to listen to the opinions and directions of the commission.	10/21/2020 12:03 PM
3	Always polite and researches anything put before him then provides a response.	10/15/2020 9:22 AM

Q17 Provides support to the Board's meeting process that allows for open, transparent decision making.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	5
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

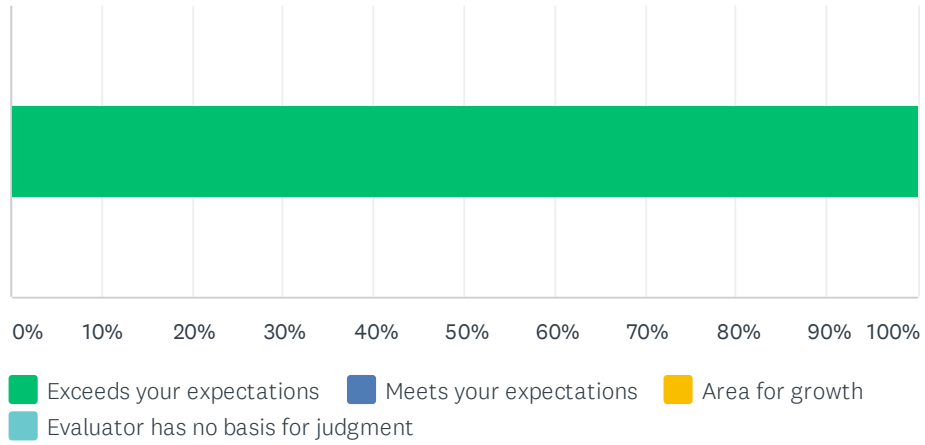
Q18 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 2

#	RESPONSES	DATE
1	Well informed and anticipatory of emerging issues.	10/27/2020 1:58 PM
2	Manager Brown seems to know just when to make a helpful suggestion in his calming way making sure we as commissioners do not get off track.	10/23/2020 8:46 AM
3	Eric provides information when asked but doesn't interfere with the business of the Board.	10/15/2020 9:22 AM

Q19 Facilitates the Board's decision making without usurping authority.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	5
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

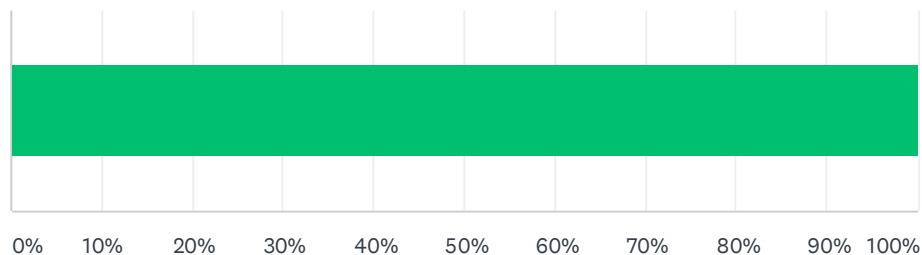
Q20 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 3

#	RESPONSES	DATE
1	No one better in the region.	10/27/2020 1:58 PM
2	See above.	10/15/2020 9:22 AM

Q21 Select the best statement for the overall evaluation of County Manager Eric Brown.

Answered: 5 Skipped: 0



- Exceeds your expectations: Performance is consistently above requirements. Demons
- Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Perf
- Below your expectations: Demonstrates some requisite skills, knowledge and abilities

ANSWER CHOICES	RESPONSES	
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	100.00%	5
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	0.00%	0
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	0.00%	0
TOTAL		5

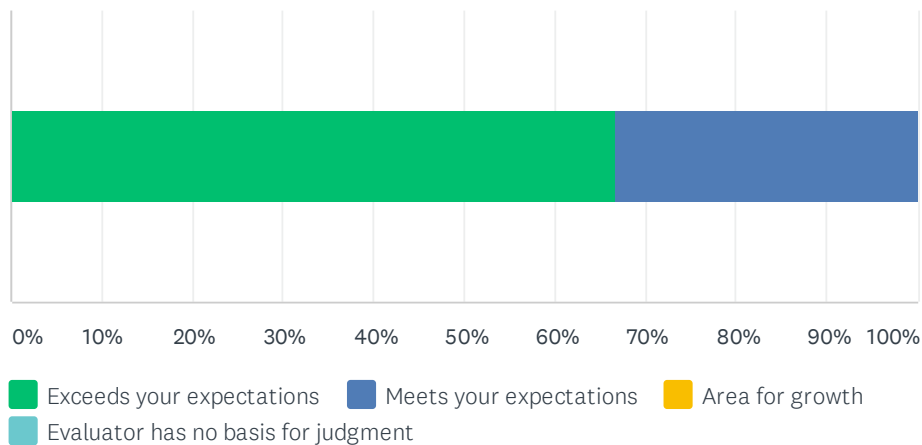
Q22 Comments: Provide details of overall success and/or needed improvement.

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	So so so incredibly grateful the universe conspired to present before the citizens of Washoe county someone of his specific expertise vis a vis health care background in the time of COVID. We all are better off having him as CM.	10/27/2020 2:00 PM
2	I am extremely pleased with his performance this past year and look forward to next year,	10/23/2020 8:47 AM
3	I'm very pleased with the Manager's success and growth within the organization over the last year. With so many challenging issues and problems he truly has excelled and provided calm and collected leadership while becoming adjusted to his new role. I have enjoyed working with the manager the entire year.	10/21/2020 12:06 PM
4	I'm not surprised because Eric's resume is outstanding so I knew he would come in and work as a team leader.	10/15/2020 9:23 AM

Q1 Sets an effective example of high personal standards and integrity, inspiring staff to do the same.

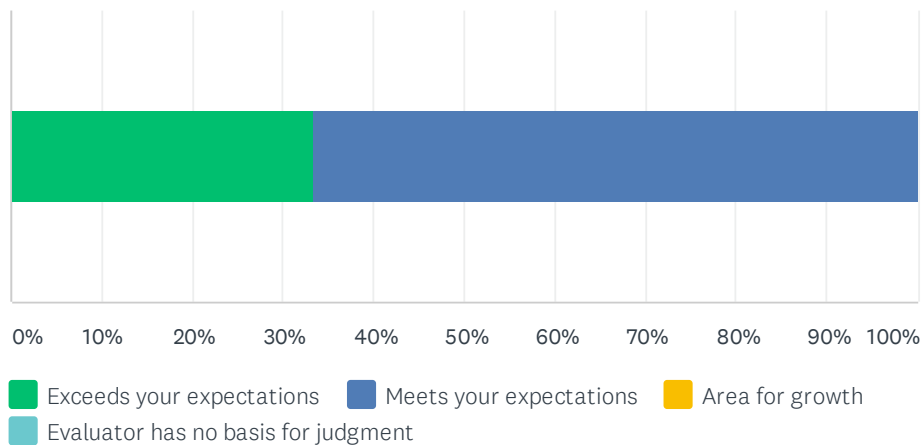
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	66.67%	4
Meets your expectations	33.33%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		6

Q2 Functions as an effective leader of the organization; gaining trust, respect, and cooperation.

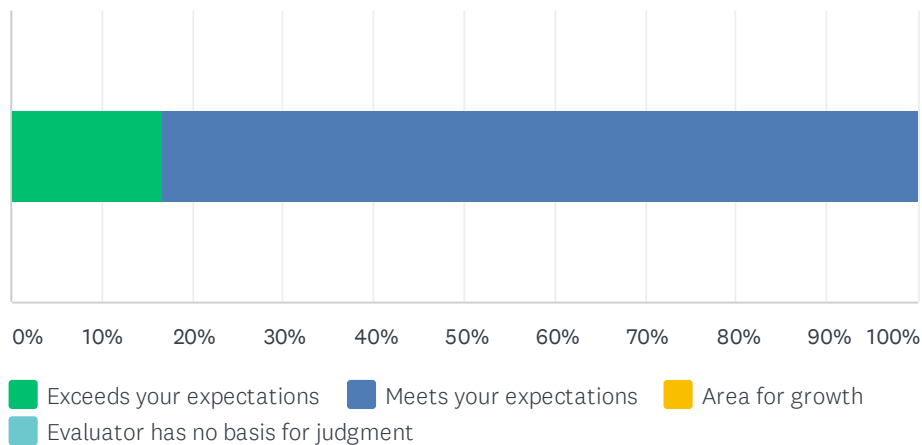
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	33.33%	2
Meets your expectations	66.67%	4
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		6

Q3 Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.

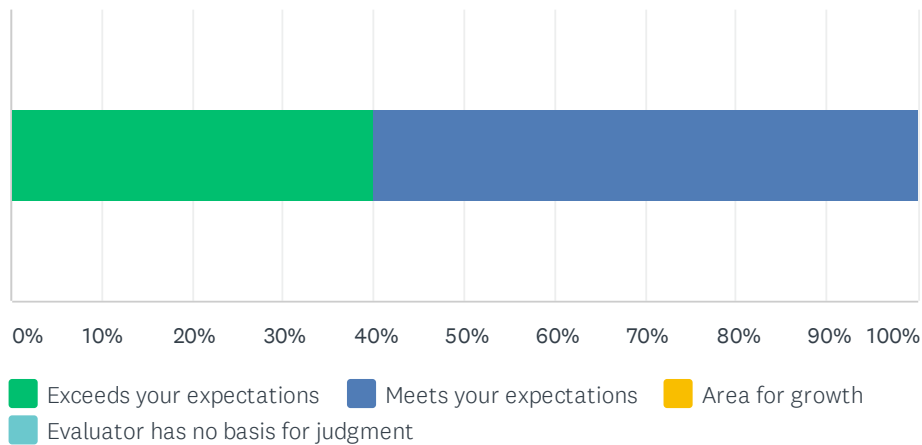
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	16.67%	1
Meets your expectations	83.33%	5
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		6

Q4 Values staff and recognizes them for their contributions.

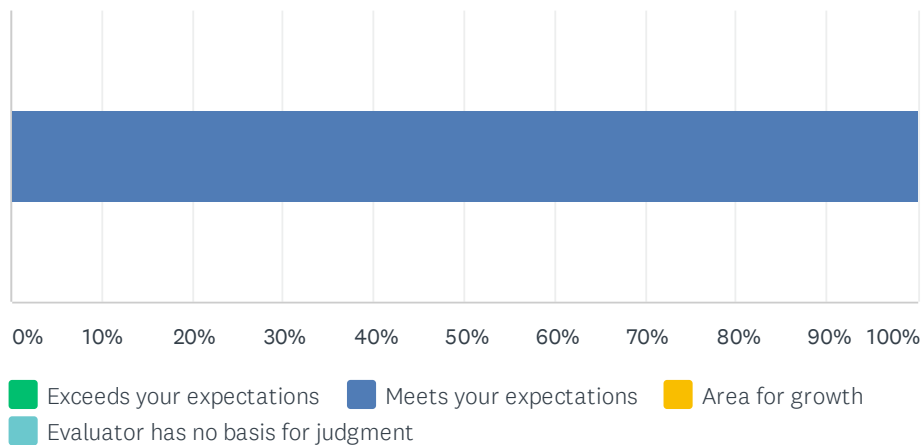
Answered: 5 Skipped: 1



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	40.00%	2
Meets your expectations	60.00%	3
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

Q5 Develops a talented team and challenges them to perform to their highest level.

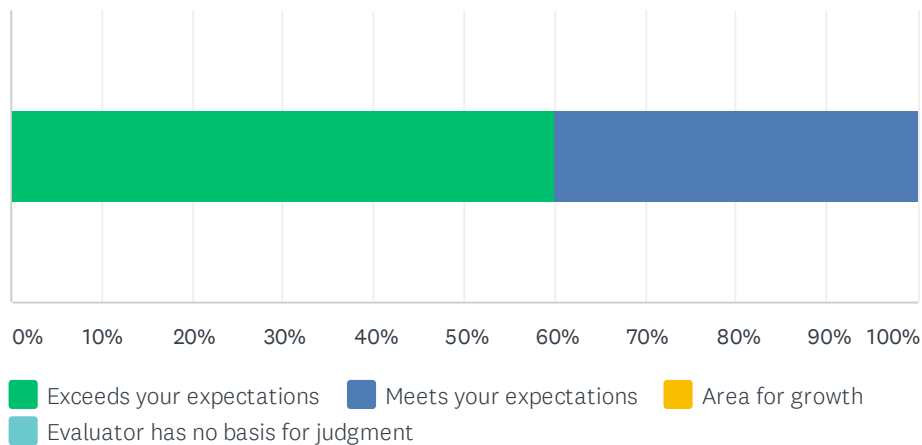
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	0.00%	0
Meets your expectations	100.00%	6
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		6

Q6 Listens attentively and effectively which includes encouraging feedback and using that feedback in decision making.

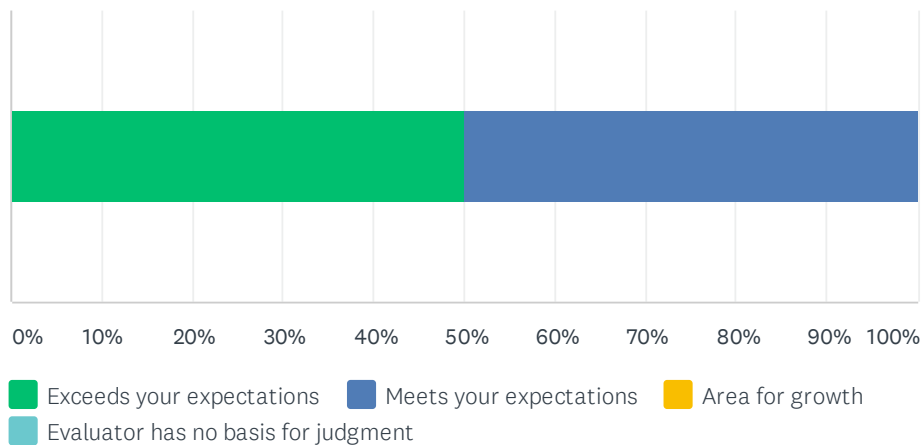
Answered: 5 Skipped: 1



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	60.00%	3
Meets your expectations	40.00%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		5

Q7 Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.

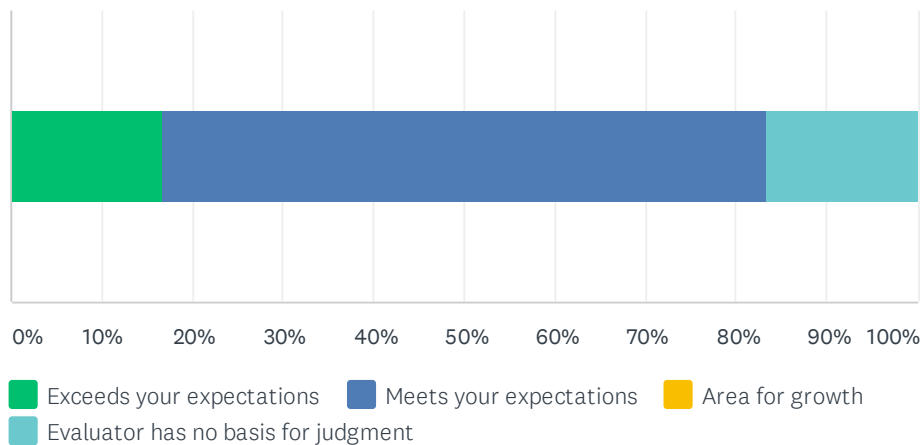
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	3
Meets your expectations	50.00%	3
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		6

Q8 Provides support to the Board’s meeting process that allows for open, transparent decision making.

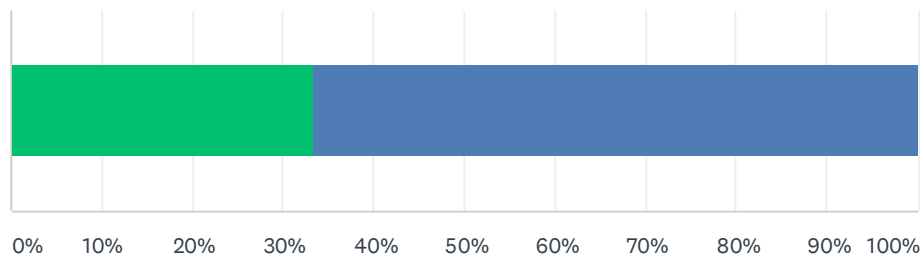
Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	16.67%	1
Meets your expectations	66.67%	4
Area for growth	0.00%	0
Evaluator has no basis for judgment	16.67%	1
TOTAL		6

Q9 Select the best statement for the overall evaluation of County Manager Eric Brown.

Answered: 6 Skipped: 0



- Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.
- Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.
- Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.

ANSWER CHOICES	RESPONSES	
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	33.33%	2
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	66.67%	4
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	0.00%	0
TOTAL		6

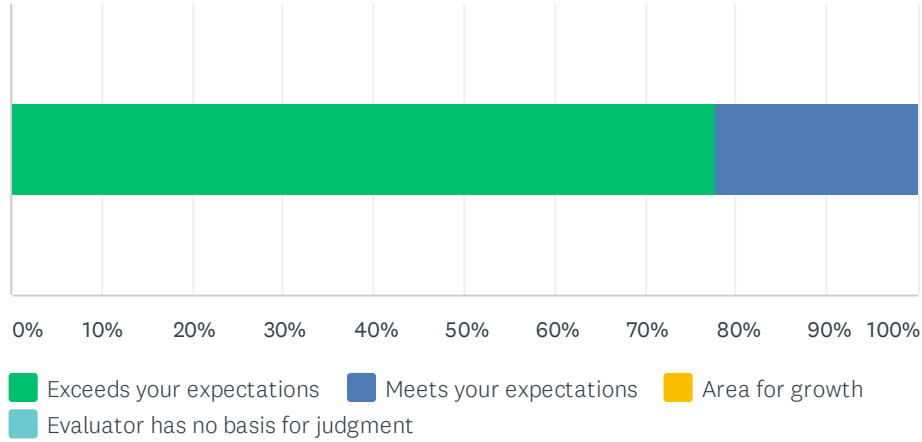
Q10 Comments: Provide details of overall success and/or needed improvement.

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	extremely pleasant demeanor along with a willingness to listen and learn.	10/22/2020 4:49 PM
2	In my 26 year of public service, 15 of which has been in local government, Eric is one of two exemplary leaders for how to be a servant leader. He has done an excellent job of putting County employees and the public before himself. He also is an excellent listener. He does a great job of quietly listening and thinking before responding, and isn't afraid to say he'll get back to someone. He resists pressure to give an immediate answer when appropriate. His ability to navigate public service after a career primarily in the private sector is impressive.	10/20/2020 8:56 AM
3	Eric brings a unique background and skill set to Washoe County, and has demonstrated his leadership while leading us through an unprecedented year.	10/16/2020 3:47 PM
4	Over the past year, Manager Brown has quickly come up to speed on the many nuances of managing a public organization and worked to build relationships throughout the community and organization. Mr. Brown has brought forward many process and organizational improvements, spurred in part as a response to Covid-19, but that were necessary for the County to embrace in order to become a more agile, effective service provider to the community.	10/16/2020 3:01 PM

Q1 Sets an effective example of high personal standards and integrity, inspiring staff to do the same.

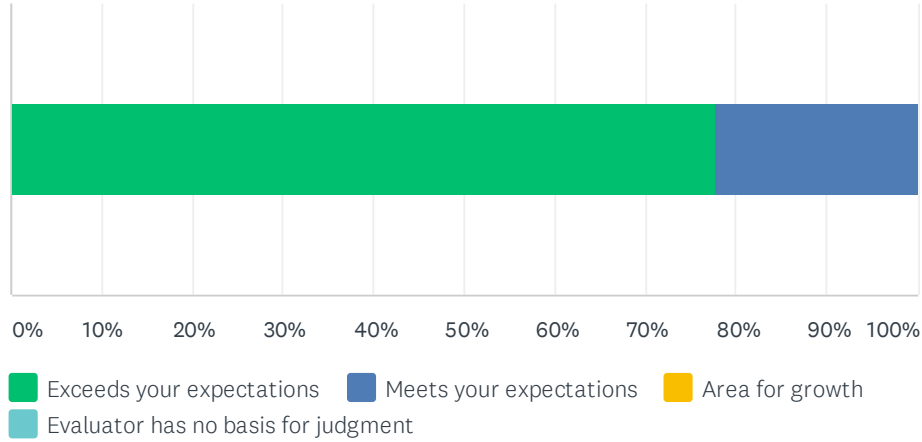
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	77.78%	7
Meets your expectations	22.22%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q2 Functions as an effective leader of the organization; gaining trust, respect, and cooperation.

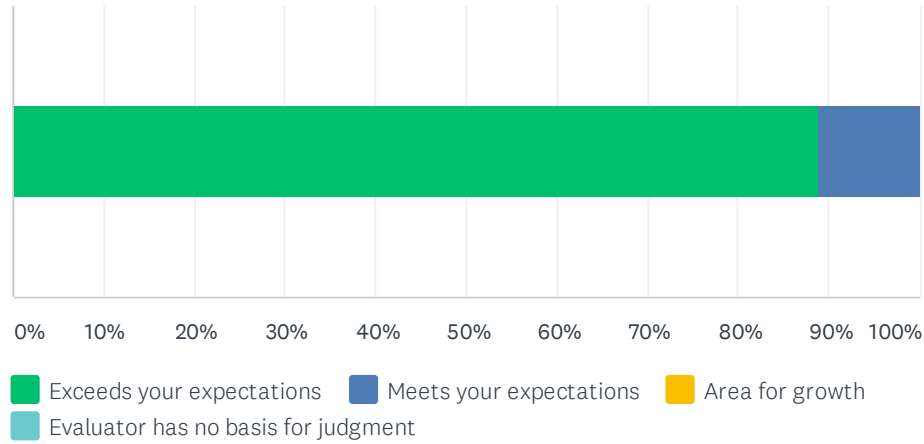
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	77.78%	7
Meets your expectations	22.22%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q3 Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.

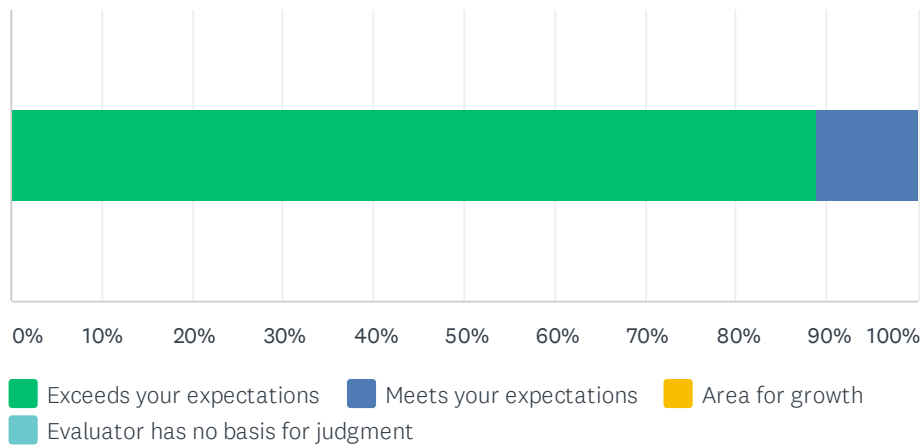
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	88.89%	8
Meets your expectations	11.11%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q4 Values staff and recognizes them for their contributions.

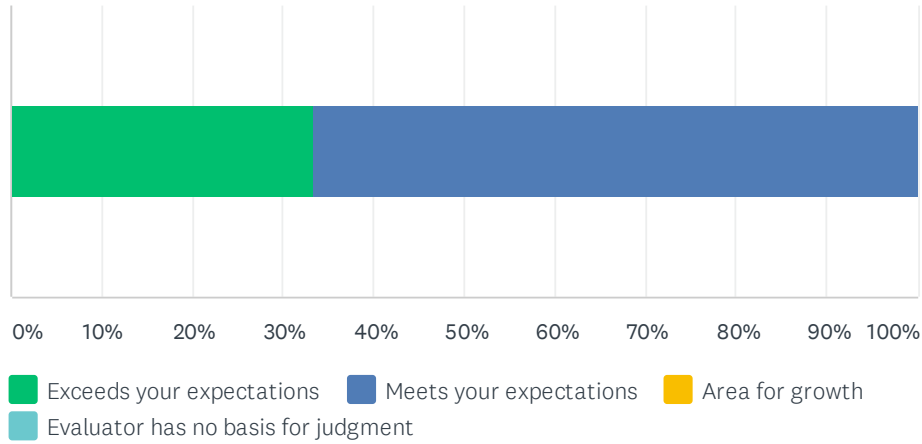
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	88.89%	8
Meets your expectations	11.11%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q5 Develops a talented team and challenges them to perform to their highest level.

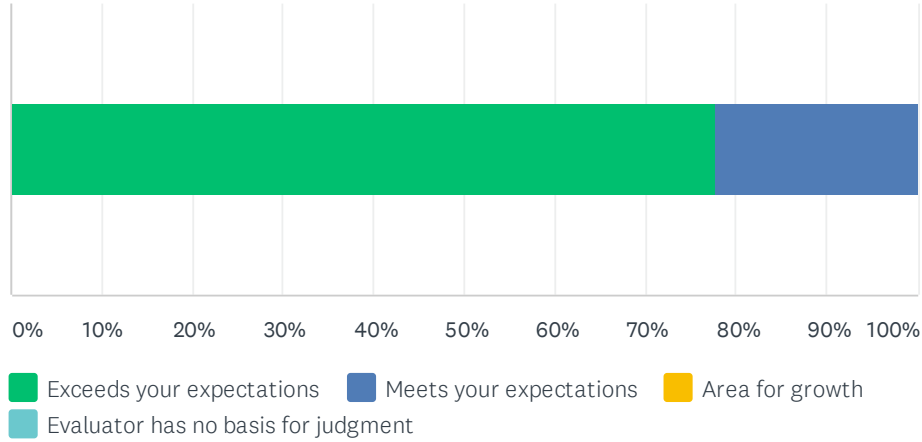
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	33.33%	3
Meets your expectations	66.67%	6
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q6 Listens attentively and effectively which includes encouraging feedback and using that feedback in decision making.

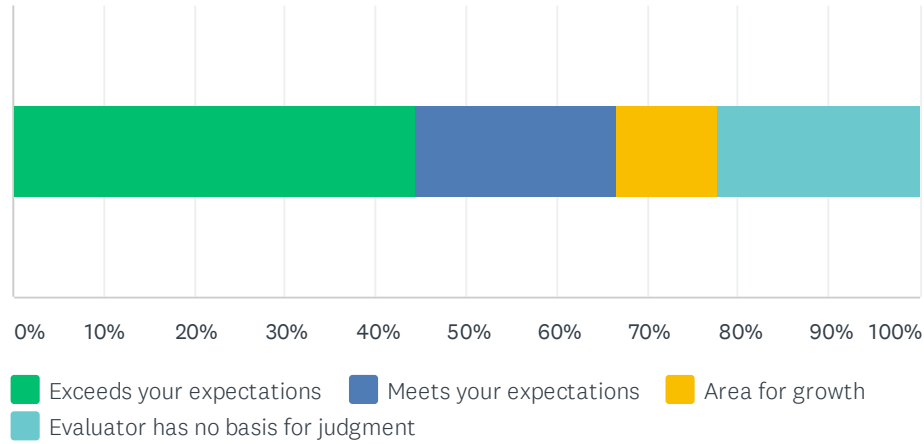
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	77.78%	7
Meets your expectations	22.22%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q7 Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.

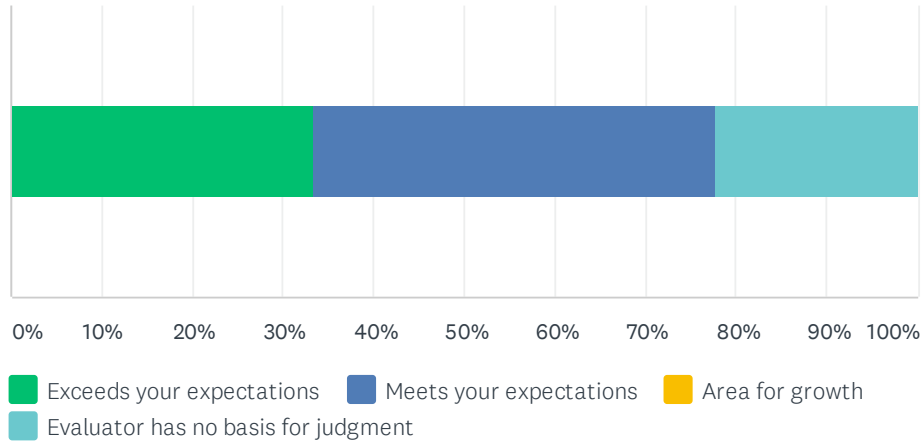
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES
Exceeds your expectations	44.44% 4
Meets your expectations	22.22% 2
Area for growth	11.11% 1
Evaluator has no basis for judgment	22.22% 2
TOTAL	9

Q8 Provides support to the Board’s meeting process that allows for open, transparent decision making.

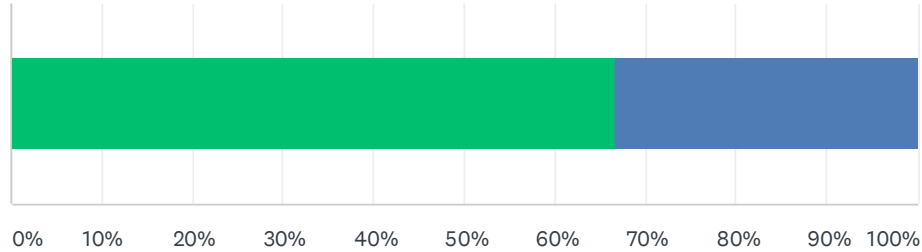
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	33.33%	3
Meets your expectations	44.44%	4
Area for growth	0.00%	0
Evaluator has no basis for judgment	22.22%	2
TOTAL		9

Q9 Select the best statement for the overall evaluation of County Manager Eric Brown.

Answered: 9 Skipped: 0



- Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.
- Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.
- Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.

ANSWER CHOICES	RESPONSES	
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	66.67%	6
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	33.33%	3
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	0.00%	0
TOTAL		9

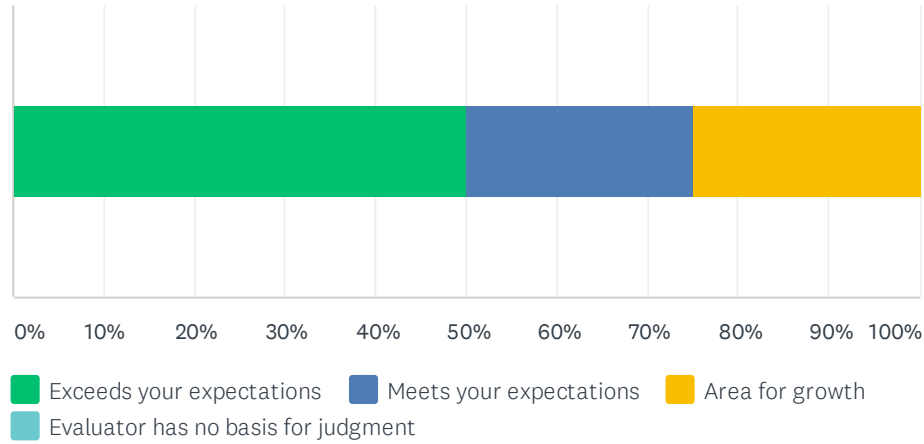
Q10 Comments: Provide details of overall success and/or needed improvement.

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Manager Brown is a calm presence in the midst of a variety of volatile scenarios. I appreciate his ability to minimize the "chaos" and guide discussions in a calm and productive manner.	10/29/2020 7:57 AM
2	It has been a pleasure to work with Manager Brown. Immediately upon taking the position, he jumped in to learning all of the various missions of each department and offices. He has participated in a ride-along in patrol and a tour of our facility to learn more about what the Sheriff's Office does in serving our community.	10/27/2020 9:03 AM
3	Eric has proven himself to be a capable leader who quickly grasps issues and thoughtfully considers the input of his staff prior to making decisions. He has a consistently positive attitude even while working long hours in difficult circumstances. Eric leads by example and is a tremendous asset to the County.	10/22/2020 3:34 PM
4	Being new to the County, County Manager Brown was thrust into incredible and unprecedented circumstances while still learning what his job entails. He showed nothing but strength, integrity, sound judgment, and great decision making to navigate the County through these times. County Manager Brown values people and develops them to reach their fullest potential. I cannot wait to see what else he brings given this is only his first year.	10/16/2020 12:47 PM
5	Manager Brown has quickly assimilated into the community and established his role in regional local government leadership. He has provided a steady hand to guide the region through the difficult situations created by the COVID-19 emergency. His demeanor, ability to build consensus to address complex issues, and collaborative approach to problem-solving are exemplary.	10/15/2020 8:46 AM
6	Manager Brown is doing amazing work under exceedingly difficult circumstances. He has far exceeded my expectations. I do hope he stays long enough and is empowered to make some much needed changes in a few personnel positions.	10/15/2020 8:15 AM
7	Eric has been an advocate for county employees, encouraging us to find and recognize successes, to develop teams with strong skillsets and empathy, and to engage our teams with frequent communication and encouragement. This has, I believe, helped increase moral and started to provide staff with a sense of empowerment that they can and do contribute to the many great services provided by the county.	10/14/2020 3:57 PM
8	Mr. Brown's diverse background has brought a new dimension to the County. He came on board ready to work and has worked tirelessly since he arrived. He is bright, articulate and shows a genuine desire to help to make Washoe County a great place to live and work.	10/14/2020 3:01 PM

Q1 Functions as an effective leader of the organization; gaining trust, respect, and cooperation.

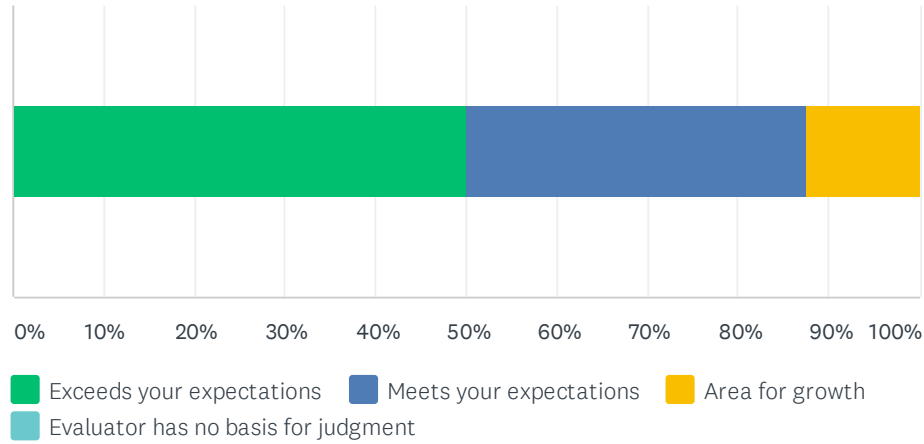
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	4
Meets your expectations	25.00%	2
Area for growth	25.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q2 Practices timely and effective communication with all stakeholders and on emergency issues within the County.

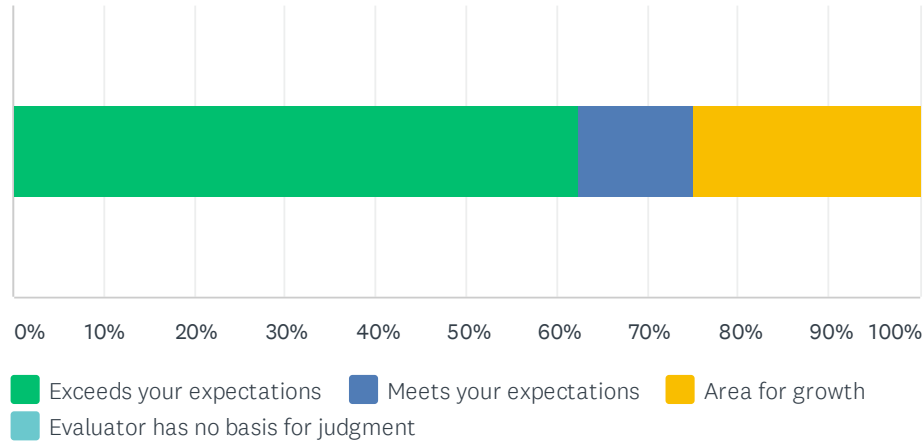
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	4
Meets your expectations	37.50%	3
Area for growth	12.50%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q3 Effectively represents the County in public; projects a positive public image based upon courtesy, professionalism and integrity.

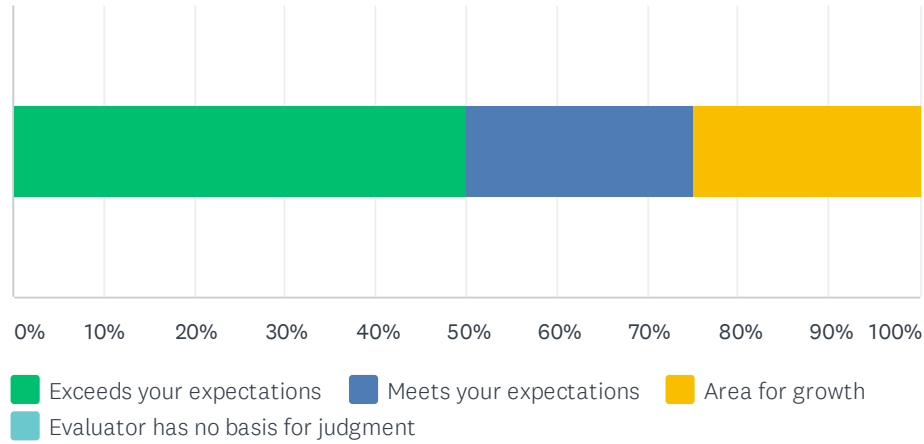
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	62.50%	5
Meets your expectations	12.50%	1
Area for growth	25.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q4 Maintains a successful working relationship with community stakeholders and community organizations.

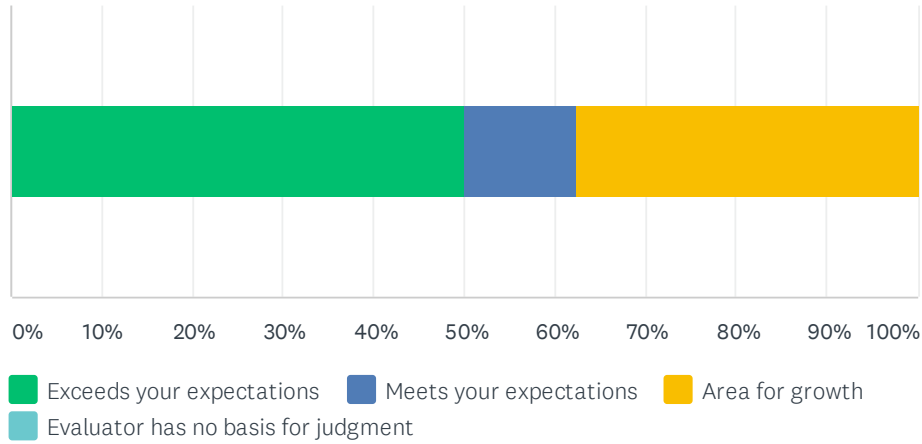
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	4
Meets your expectations	25.00%	2
Area for growth	25.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q5 Encourages and considers community input on issues Washoe County can impact.

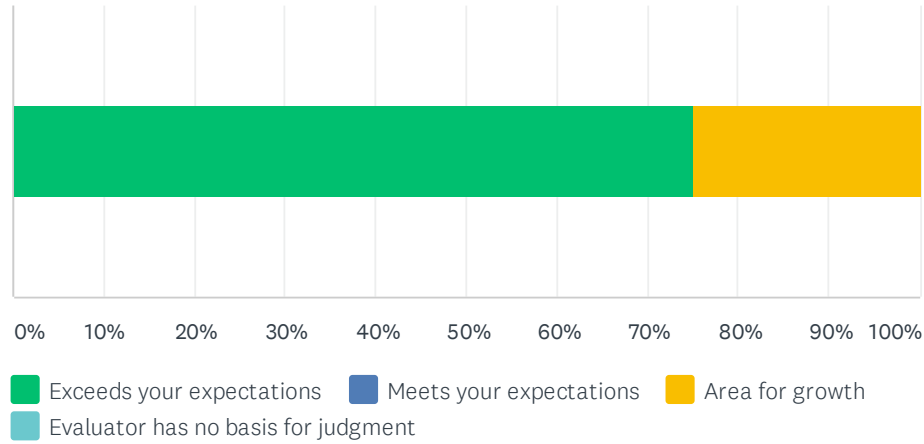
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	4
Meets your expectations	12.50%	1
Area for growth	37.50%	3
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q6 Accessible to leadership of other agencies, jurisdictions, and organizations; displaying appropriate diplomacy and tact.

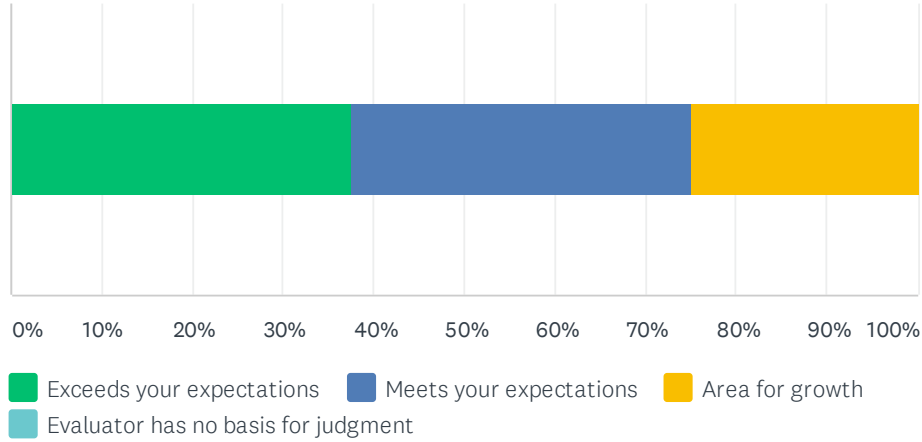
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	75.00%	6
Meets your expectations	0.00%	0
Area for growth	25.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q7 Effectively communicates and coordinates with a variety of stakeholders throughout the region and state.

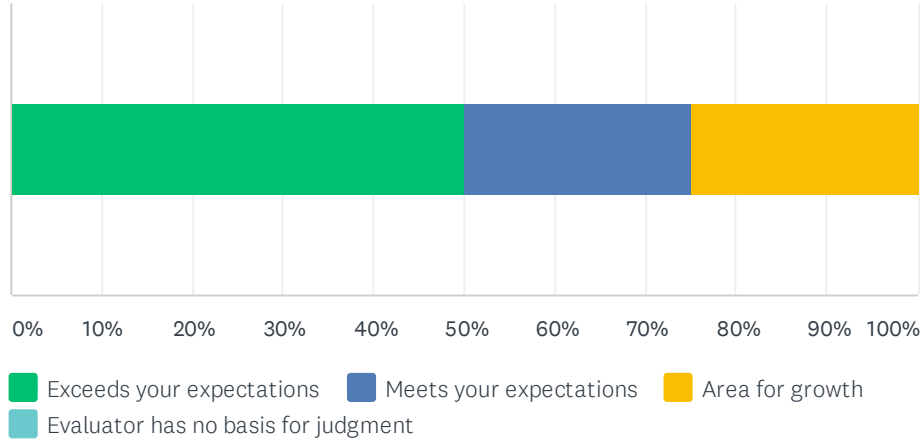
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	37.50%	3
Meets your expectations	37.50%	3
Area for growth	25.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q8 Ensures that Washoe County is represented and appropriately involved in projects and programs sponsored by outside stakeholders that have impact on the County and that the County can impact.

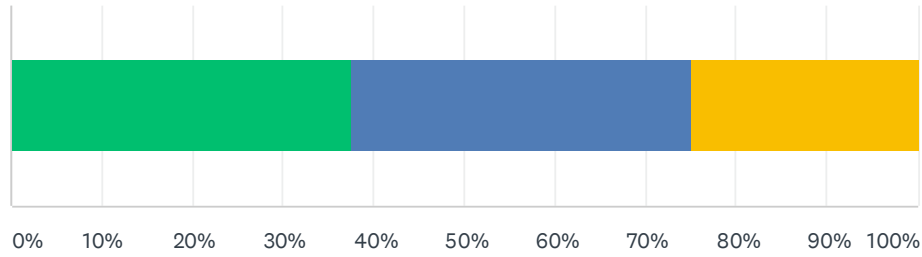
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	4
Meets your expectations	25.00%	2
Area for growth	25.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		8

Q9 Select the best statement for the overall evaluation of this person.

Answered: 8 Skipped: 0



- Exceeds your expectations: Performance is consistently above requirements. Demons
- Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Perf
- Below your expectations: Demonstrates some requisite skills, knowledge and abilities

ANSWER CHOICES	RESPONSES	
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	37.50%	3
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	37.50%	3
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	25.00%	2
TOTAL		8

Q10 Comments: Provide details of overall success and/or needed improvement.

Answered: 4 Skipped: 4

#	RESPONSES	DATE
1	I'm very happy to work with Eric.	10/29/2020 4:02 PM
2	Eric does a great job of keeping his employees and elected officials informed of current events and needs. I think Eric, along with the City Managers need to find a way to better work in conjunction with elected officials and goals for the entire community. Keep up the good work.	10/20/2020 6:30 PM
3	He is exceeding all expectations - he still has things to learn and people to meet, but I am sure he will get there and be a great long-term leader for Washoe County.	10/20/2020 4:07 PM
4	Eric has engaged at every level to improve the operations and collaboration of the County in the region. His can do attitude and willingness to rise above the politics to get things done is refreshing and appreciated.	10/20/2020 3:39 PM