2023 County Manager
Performance Feedback Survey Results
Executive Summary

The goal of the 2023 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 33 individuals, including elected officials, regional leaders, and department and division heads from within the County organization were invited to participate in the survey; 29 responded (88% response rate).

The survey questions were presented to four specific groups: County Commissioners, Direct Reports, Department Heads and Elected County Officials, and External Stakeholders

Respondents were asked to consider County Manager Brown's performance relating to his leadership, communication, community and intergovernmental relations, Strategic Plan implementation, 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.

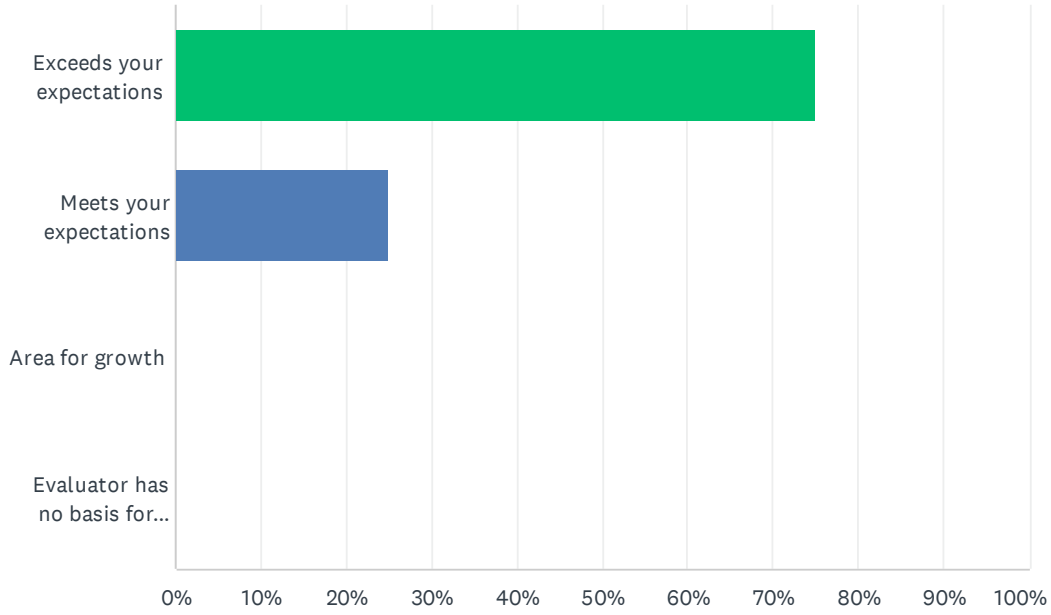
All groups were asked to evaluate the same questions related to Leadership, Work Ethic/Integrity, Communication Skills, and Overall Evaluation. The Strategic Plan question was asked only to County Commissioners, Direct Reports, and Department Heads & Elected officials; External Stakeholders were not included as it was determined this group would not have familiarity with the Strategic Plan initiatives. 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	100%	0%
Work Ethic/Integrity	100%	0%
Communication Skills	97%	3%
Strategic Plan Implementation	100%	0%
Overall Evaluation	100%	0%

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

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

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	75.00%	3
Meets your expectations	25.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

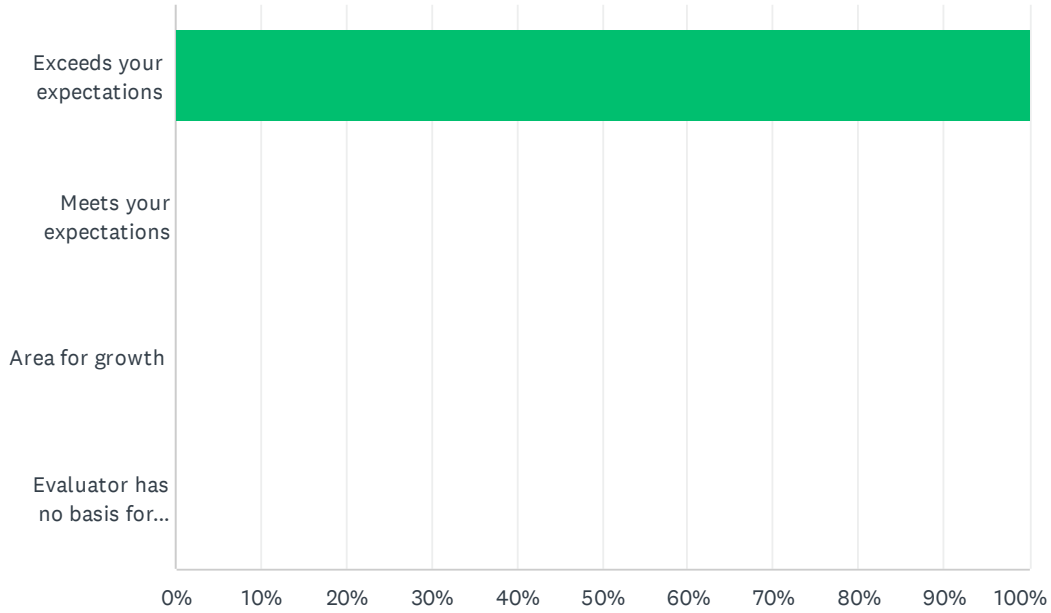
Q2 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Manager Brown always maintains a calm, professional, and respectful demeanor even during the most stressful or hostile moments.	10/30/2023 10:39 AM
2	Is a model for staff to follow.	10/17/2023 8:13 PM

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

Answered: 4 Skipped: 0



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

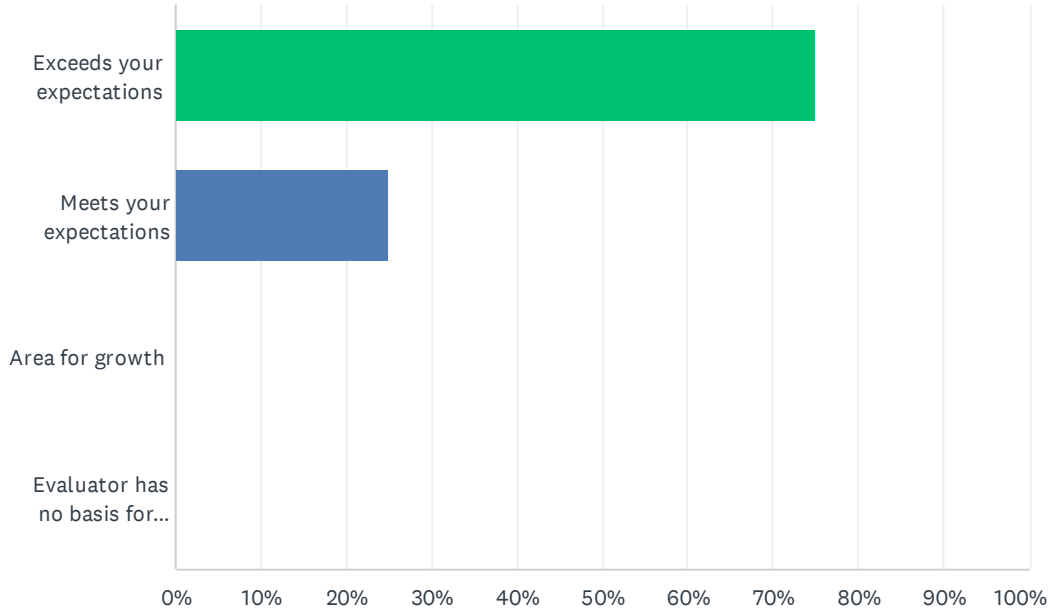
Q4 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Working in the County Manager's office, I get to witness firsthand how Manager Brown creates a positive and productive work environment where staff feel supported and motivated to bring their "A" game every day.	10/30/2023 10:39 AM
2	Excellent problem solver, bringing fire service to Gerlach area as well as broadband to the area!	10/17/2023 8:13 PM

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

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	75.00%	3
Meets your expectations	25.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

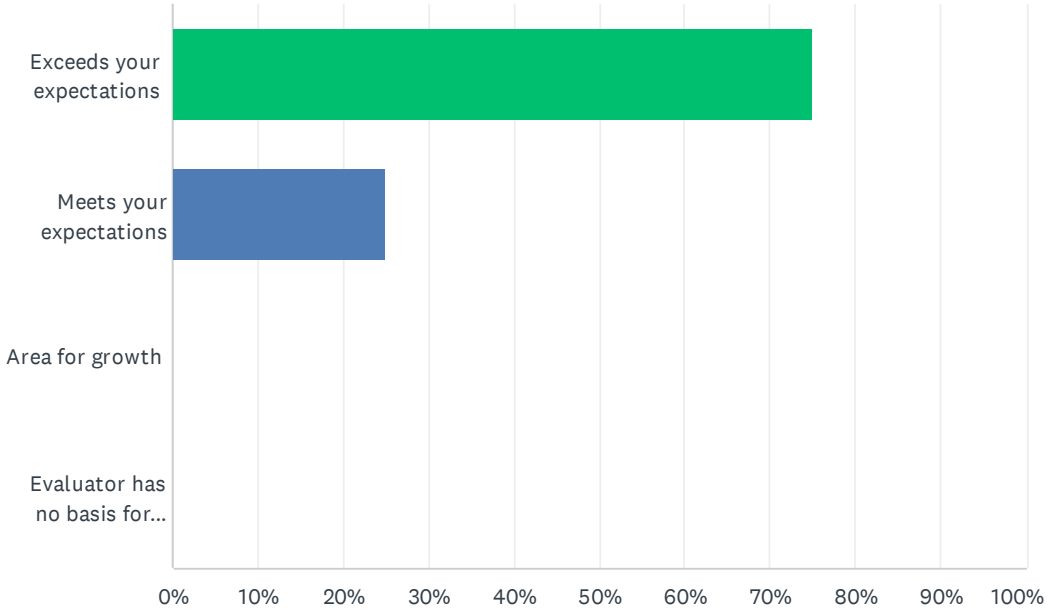
Q6 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Mgr. Brown should work with his team to ensure that Commissioner issues are better tracked, followed up on, and communicated to the BCC. It might be worthwhile to purchase some technology to help with this.	10/30/2023 4:53 PM
2	The County Manager appears committed to taking a proactive approach with issues or situations that warrant information to be shared that allow one to be better equipped when balancing all factors for decision making.	10/30/2023 3:58 PM
3	Manager Brown has an open-door policy where staff, commissioners, and members of the public have readily access to him. His electronic communications (via email and text) are also effective.	10/30/2023 10:39 AM
4	Works steadfastly to successfully bring together all workforce dedicated to emergency operations to perform as a unit with all the support they need!	10/17/2023 8:13 PM

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

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	75.00%	3
Meets your expectations	25.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

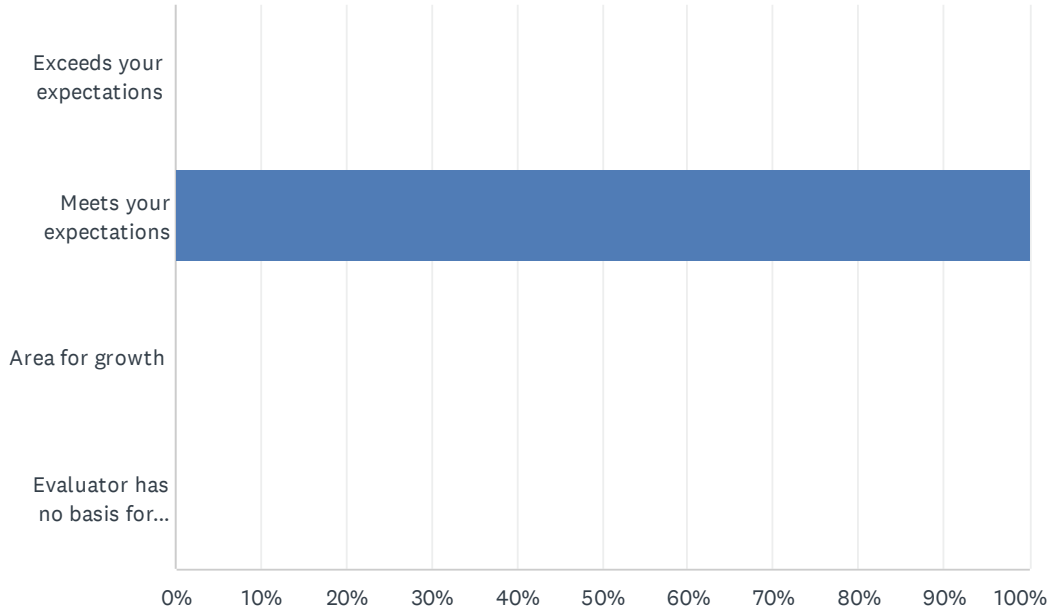
Q8 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	Over the past year, I have seen Manager Brown's leadership deliver wins in Regionalization of Dispatch, Sustainability, Equity, Elections, and Housing. I am looking forward to see how his leadership helps improve seniors and behavioral health outcomes in Washoe County.	10/30/2023 10:39 AM

Q9 Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.

Answered: 4 Skipped: 0



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

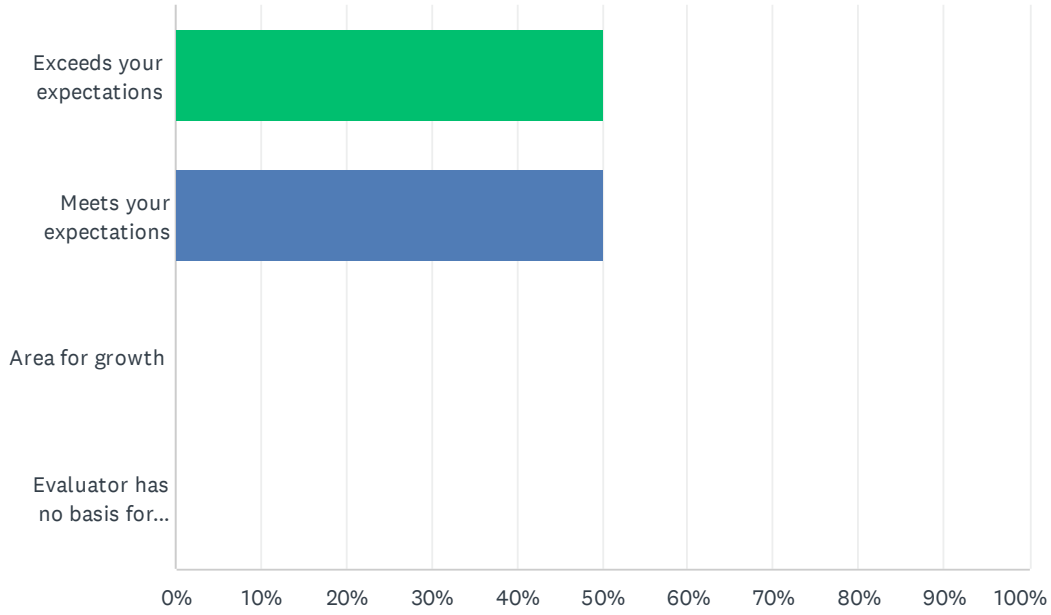
Q10 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	The BCC is a relatively new board, so I think there needs to be a strong message from the Mgr. to ensure that BCC members understand that they direct policy and not individual staff.	10/30/2023 4:53 PM
2	Manager Brown knows the importance of giving staff time and space to do their jobs, but I think the county commissioners could use more frequent reminders to stay high level and focused on policy.	10/30/2023 10:39 AM

Q11 Communicates complete and accurate information to all Board members in a timely manner.

Answered: 4 Skipped: 0



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

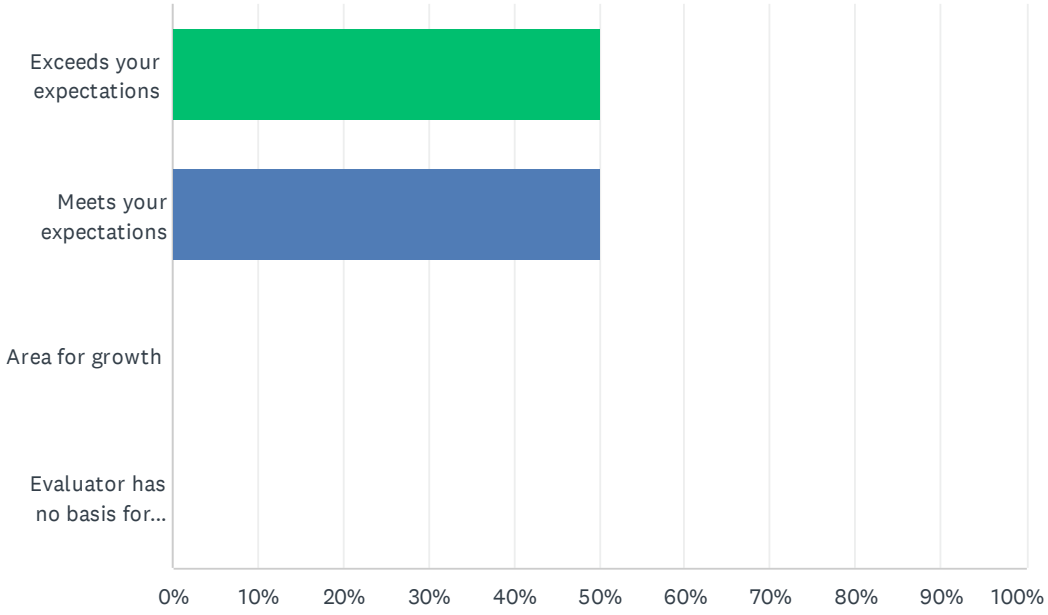
Q12 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	There has been a tremendous amount of misinformation and disinformation that has been circulated by elected officials over the past year and I have seen an improvement in Manager Brown's ability to counter some of that during our public meetings and via email. I'd like to see more of that moving forward.	10/30/2023 10:39 AM

Q13 Responds well to requests, advice, and constructive criticism.

Answered: 4 Skipped: 0



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

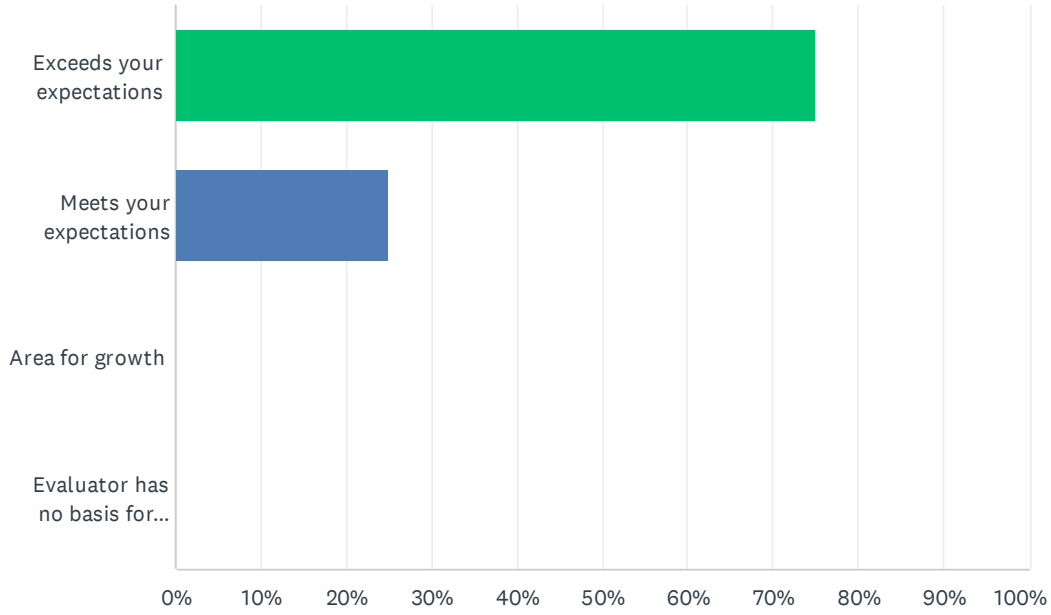
Q14 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	In my personal experience, Manager Brown has always been a great listener and looks for opportunities to lift everyone up together.	10/30/2023 10:39 AM

Q15 Provides support to the Board's meeting process that allows for open, transparent decision making.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	75.00%	3
Meets your expectations	25.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

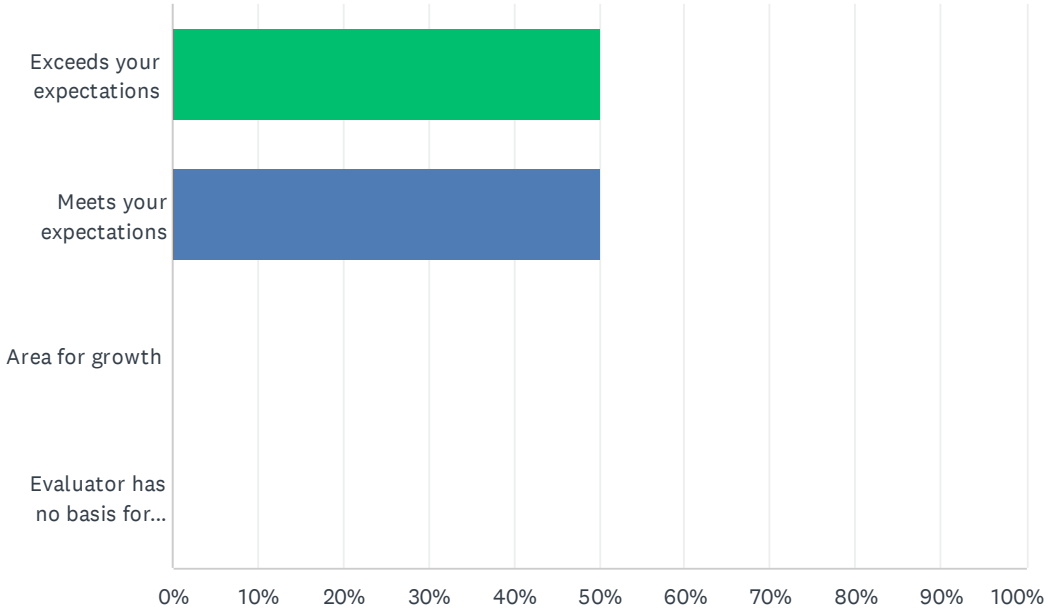
Q16 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	Manager Brown is always willing to answer questions at the dias or offline. He will also call upon leadership staff to answer questions more in depth when needed.	10/30/2023 10:39 AM

Q17 Facilitates the Board's decision making without usurping authority.

Answered: 4 Skipped: 0



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

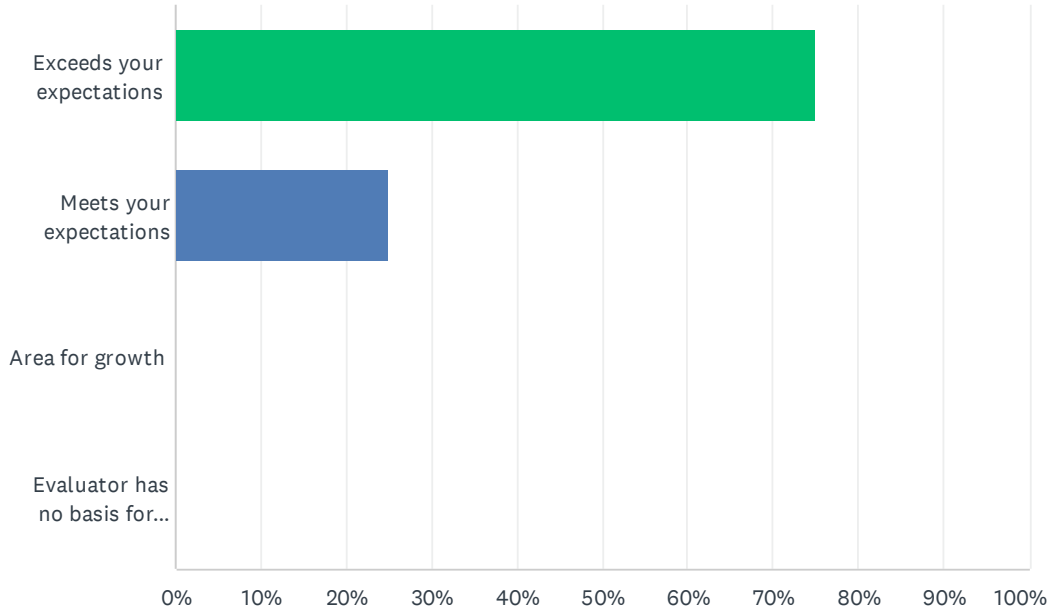
Q18 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	Manager Brown gives County Commissioner's the time and space to make decisions and vote accordingly, but sometimes the board needs reminders to stay more in the policy realm rather than getting too far into the weeds.	10/30/2023 10:39 AM

Q19 Effectively communicated and began implementation of Strategic Plan initiatives.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	75.00%	3
Meets your expectations	25.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

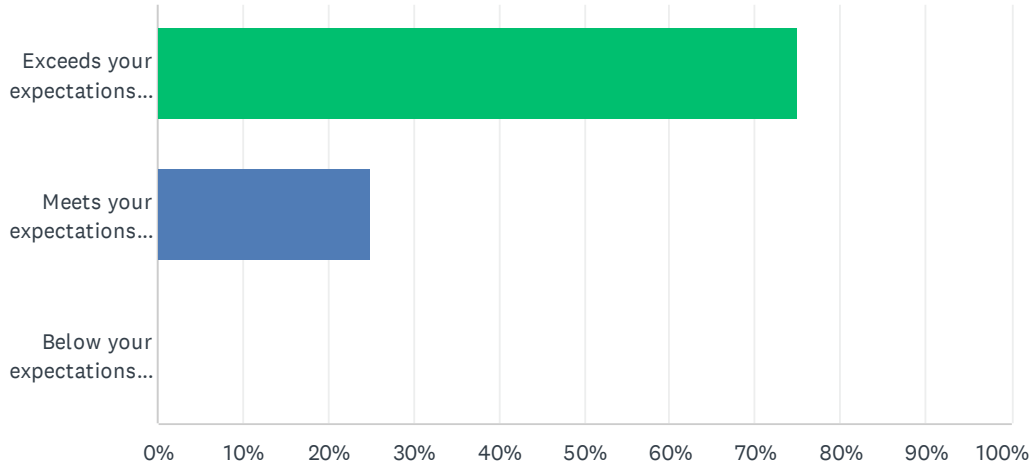
Q20 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	During my 1:1 meetings with Manager Brown, we often circle back to highlight gains made in relation to the strategic plan initiatives so there are multiple touchpoints per year on a variety of topics.	10/30/2023 10:39 AM

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

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations:Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	75.00%	3
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	25.00%	1
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		4

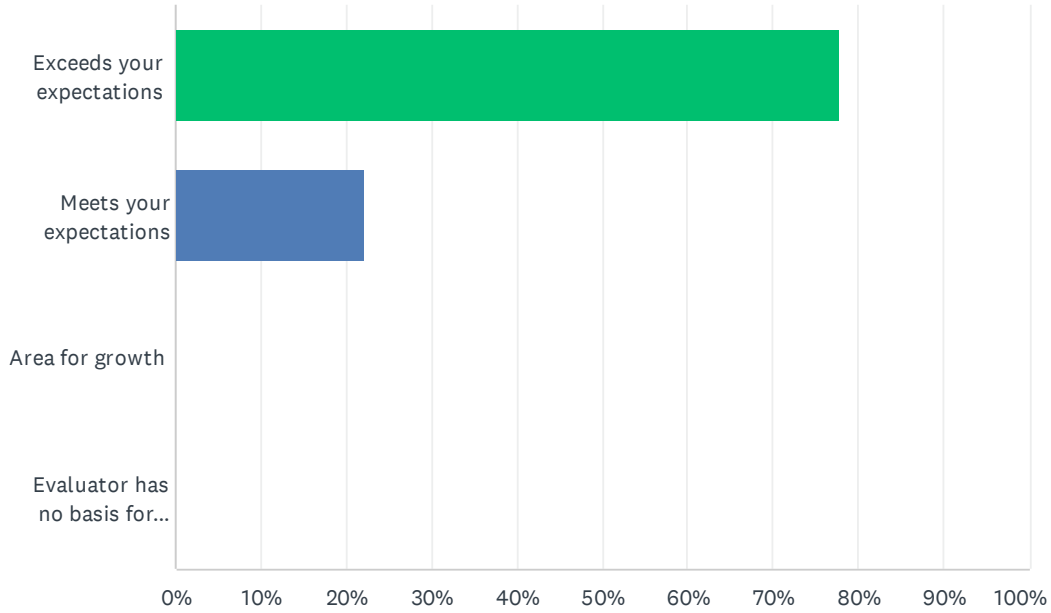
Q22 Comments: Provide details of overall success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	I have been impressed with the work that Mgr. Brown has done over the last year for Washoe County. He has brought together stakeholders to coordinate the region on a common CAD system for dispatch, he continues to support our homeless services division and has looped them in with the Our Place team and HSA to make them stronger, he has worked to get the County into the mental healthcare space in a thoughtful and sustainable way, he has grown the County's focus on community engagement and continues to push common sense programs that allows all people to join the table at the County whether they be staff, community members, board members, etc. --- and, without listing his full year of accomplishments, he supports this commission's direction. Beyond that, he understands the needs and issues in our community and continues to try to think of ways to bring people together and solve problems. He shows up to meetings and events throughout our county to ensure that the county has a presence. I feel like he is the right leader for this region at this pivotal time.	10/30/2023 4:53 PM
2	The County Manager genuinely cares about doing a great job. The County Manager exhibits the goal of establishing high standards related to outcomes while balancing all compliance requirements; he works hard to create a high-functioning culture of teamwork, while focusing on the importance of supporting the needs of our community for the benefit of all Washoe County residents, jurisdictional partners, and stakeholders. There is always the need for continuous improvement and the one area to highlight is holding people accountable, while building tomorrow's leadership through constructive criticism to achieve professional growth when needed, by using a solution-based approach.	10/30/2023 4:00 PM
3	Washoe County is a microcosm of our dysfunctional national politics and Manager Brown has done his best to steer and keep the ship afloat in these turbulent waters. He approaches each challenge with a calm, respectful, and professional demeanor and has proven to being the type of leader in the region who has the ability to help carry important initiatives across the finish line. Despite how hostile the political climate can be with threats, personal attacks, and disinformation, Manager Brown remembers what is important....he deeply cares about his staff and best serving the constituents of our entire community.	10/30/2023 10:48 AM
4	Eric works well with all five commissioners who are incredibly diverse with diverse and unique districts and needs.	10/17/2023 8:19 PM

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

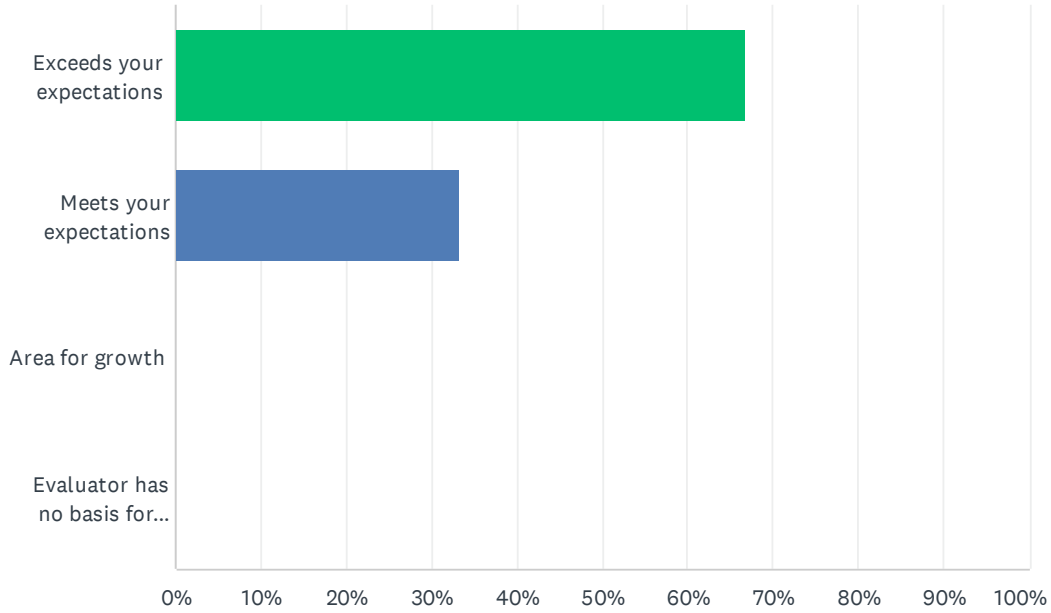
Answered: 9 Skipped: 0



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.

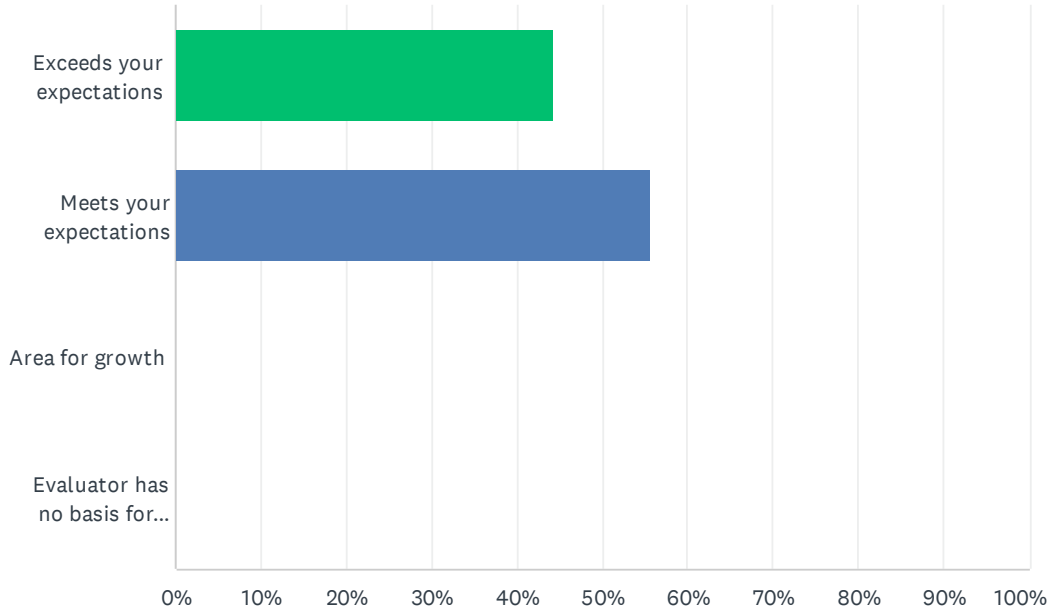
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	66.67%	6
Meets your expectations	33.33%	3
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.

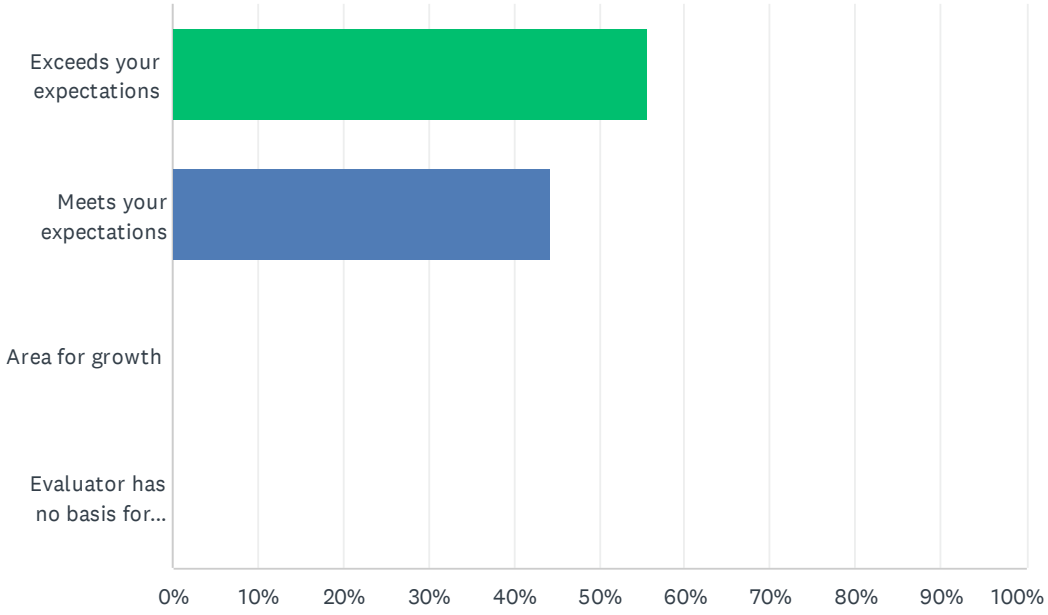
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	44.44%	4
Meets your expectations	55.56%	5
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.

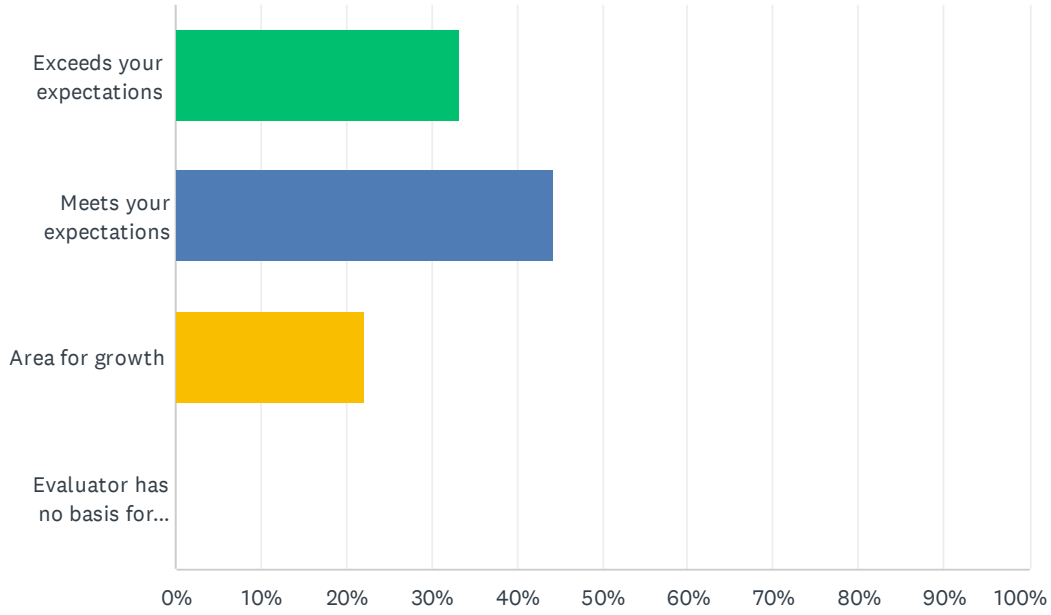
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	55.56%	5
Meets your expectations	44.44%	4
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.

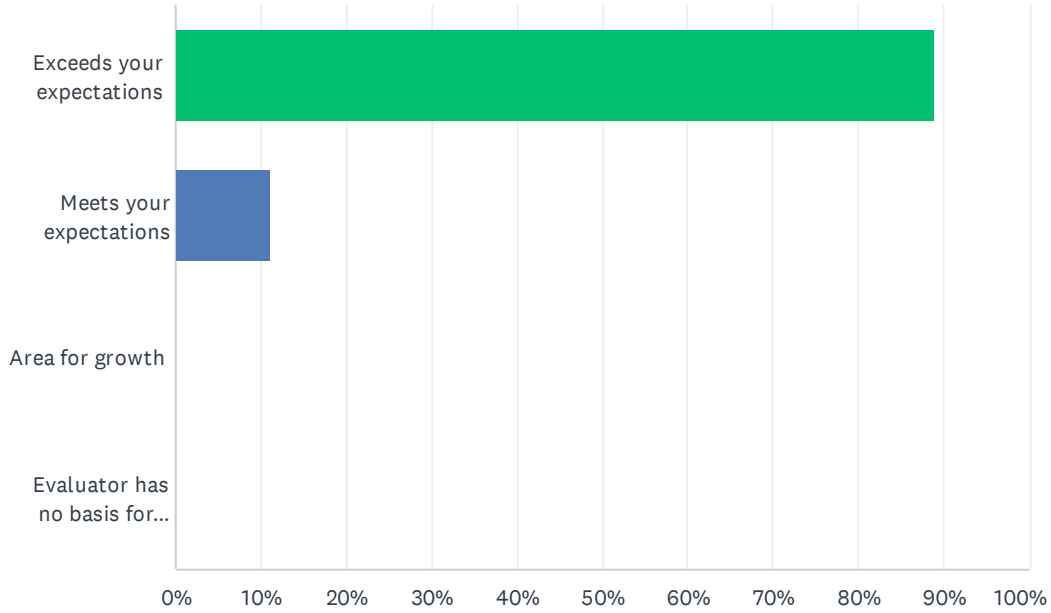
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	33.33%	3
Meets your expectations	44.44%	4
Area for growth	22.22%	2
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.

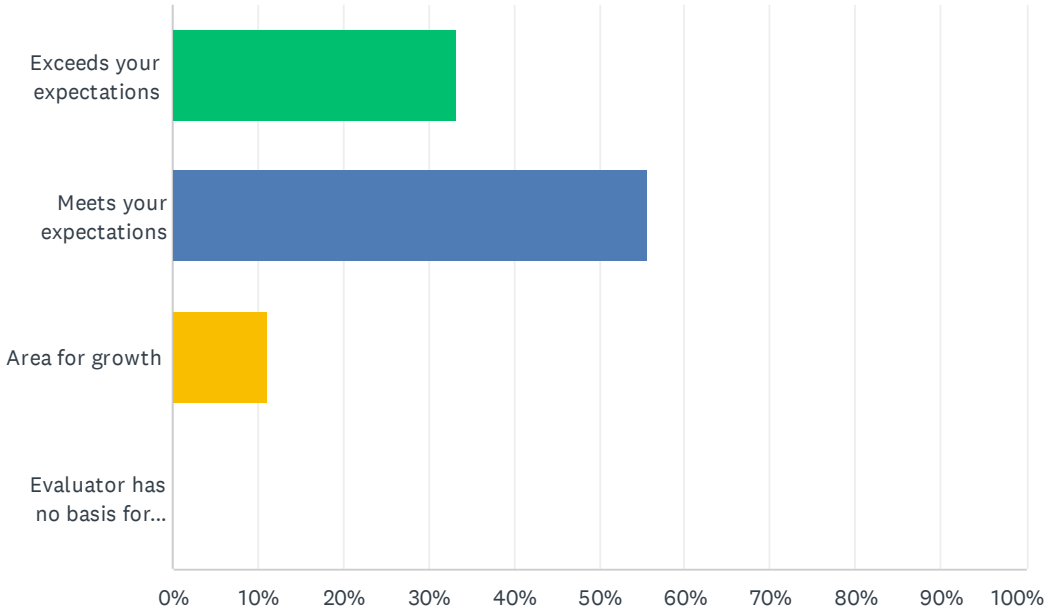
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	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

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

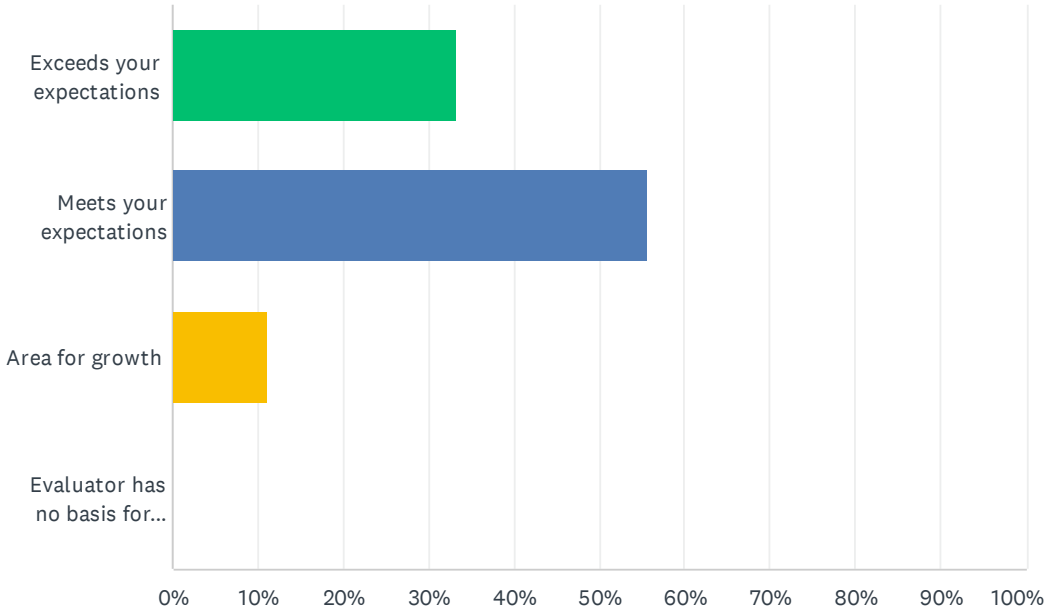
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	33.33%	3
Meets your expectations	55.56%	5
Area for growth	11.11%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

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

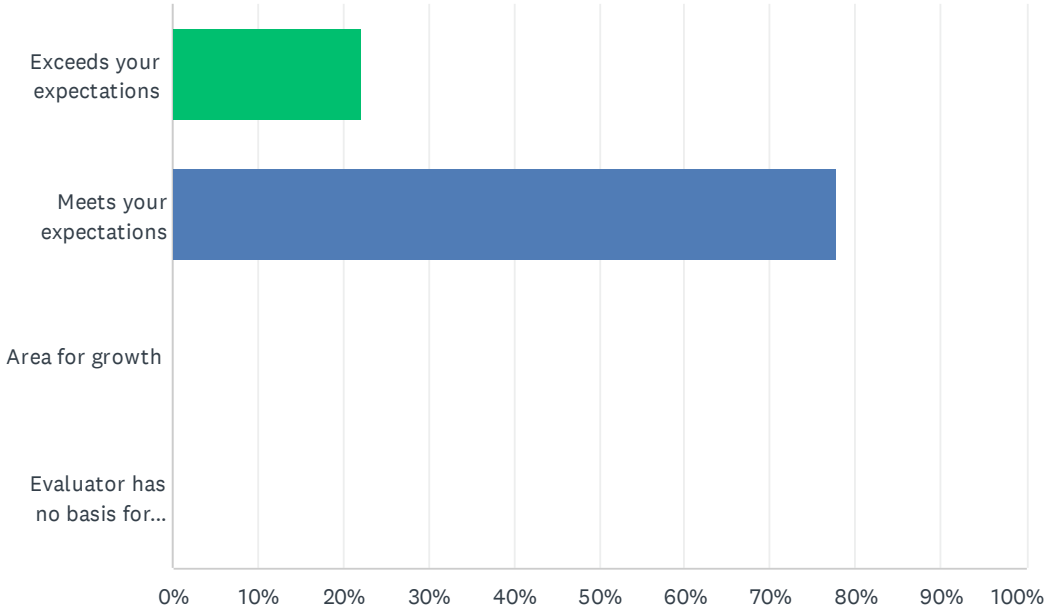
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	33.33%	3
Meets your expectations	55.56%	5
Area for growth	11.11%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q9 Provided clear direction to address Strategic Plan initiatives.

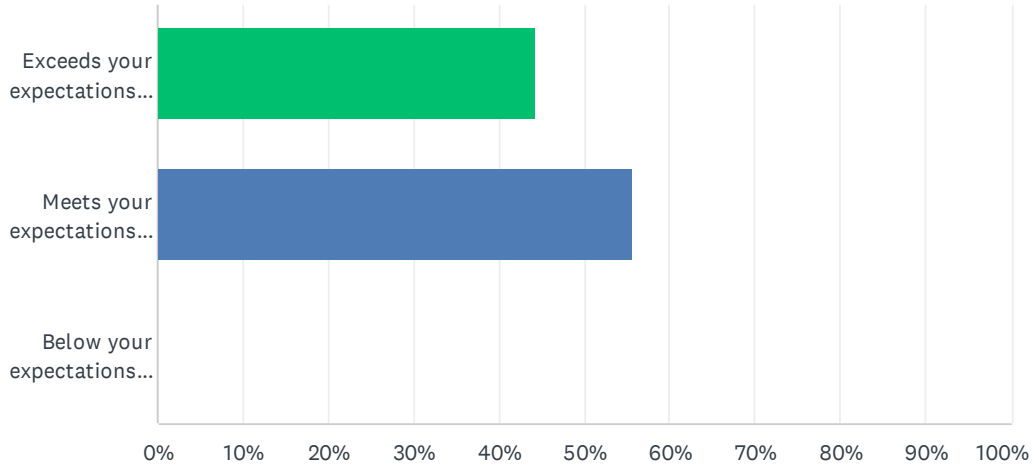
Answered: 9 Skipped: 0



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

Q10 Select the best statement for the overall evaluation of County Manager Eric Brown.

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations:Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	44.44%	4
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	55.56%	5
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

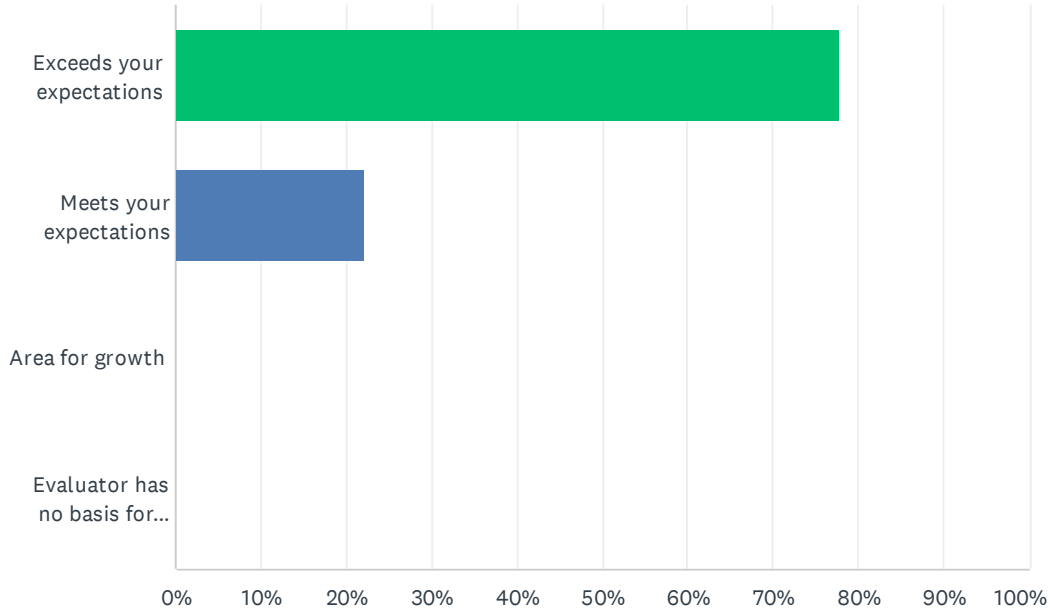
Q11 Comments: Provide details of overall success and/or needed improvement.

Answered: 5 Skipped: 4

#	RESPONSES	DATE
1	Eric does a great job of making sure the day to day work is allowed to proceed in a manner that is consistent with the direction of the entire board. Eric provides feedback when necessary to further the ability of the staff to be successful.	10/30/2023 2:22 PM
2	County Manager Brown is an excellent leader. His leadership has led Washoe County in becoming a visionary organization for public sector.	10/30/2023 8:19 AM
3	Manager Brown possesses a multitude of strong leadership attributes that set him apart from other managers I have worked with in the past 30 years. He is visionary, able to foresee the future of the County and build actionable and practical plans towards success. He is decisive, making tough decisions in the best interest of the County and citizens. He is an excellent communicator, articulating our goals, values, and strategies clearly. He inspires and motivate the executive team and department heads, fostering a culture of innovation, collaboration, and high performance. He leads with integrity, earning the trust and respect of his team. Lastly, he is personable, adaptable, and involved/informed of goals and main initiatives in my department.	10/24/2023 8:13 AM
4	The past year has been a challenging one trying to meet the demands of new representation on the Board of Commissioners with three new members. Despite personal and professional public attacks, Eric has continued to rise above and set an example for the rest of us to stay professional and do the work we were hired to do at Washoe County. His leadership resonates with employees.	10/19/2023 11:08 AM
5	Eric brings a strong leadership background and ability to collaborate with teams and departments	10/18/2023 12:57 PM

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

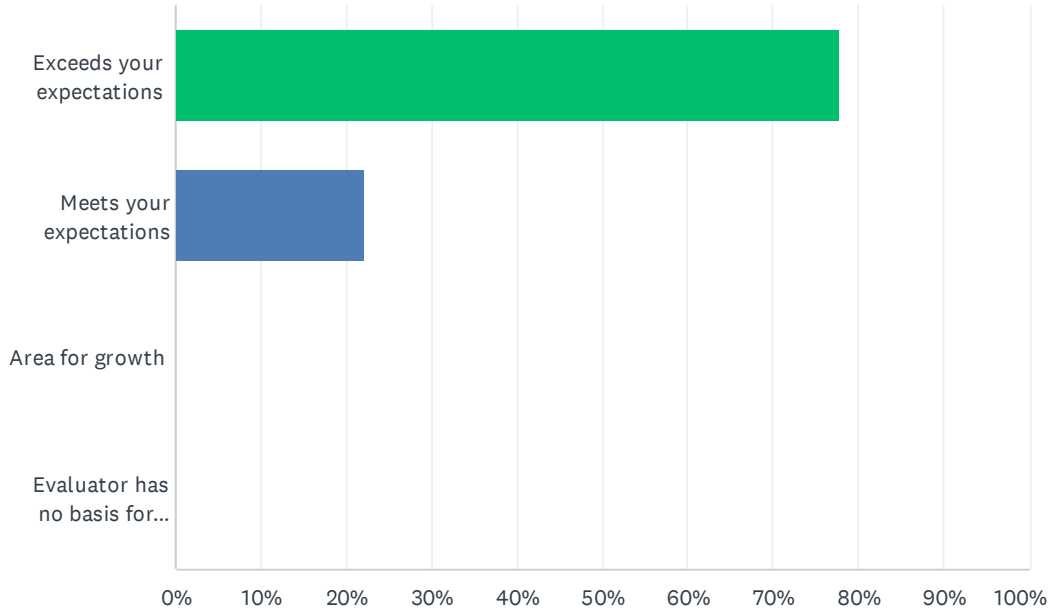
Answered: 9 Skipped: 0



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.

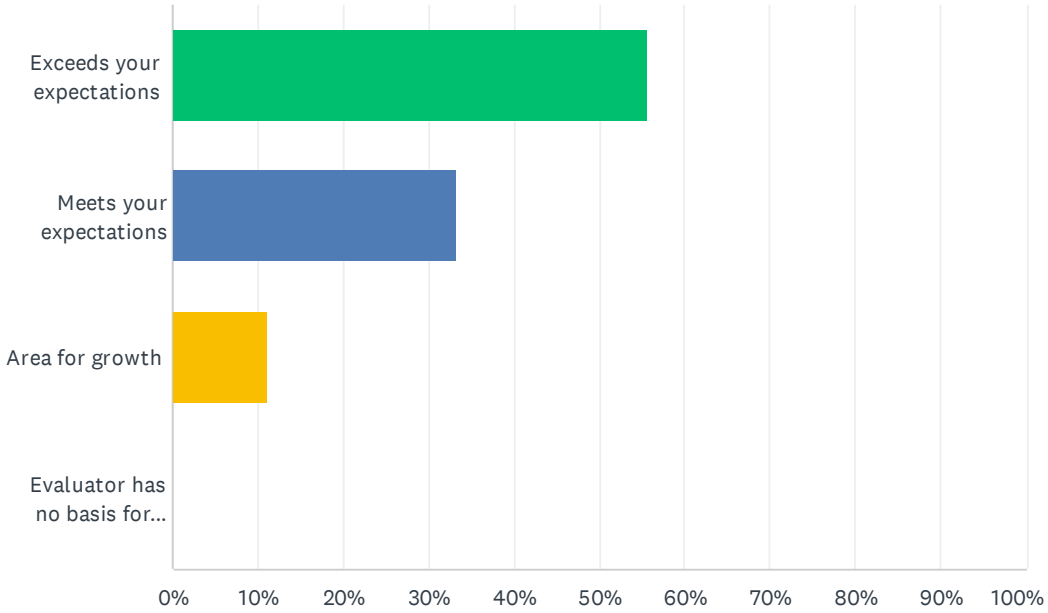
Answered: 9 Skipped: 0



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.

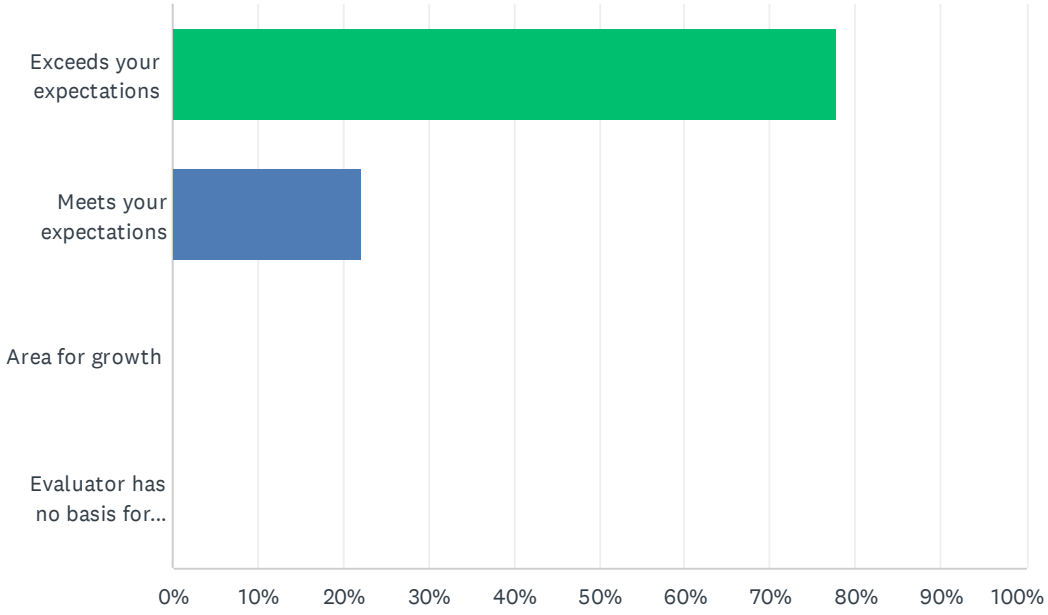
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	55.56%	5
Meets your expectations	33.33%	3
Area for growth	11.11%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q4 Values staff and recognizes them for their contributions.

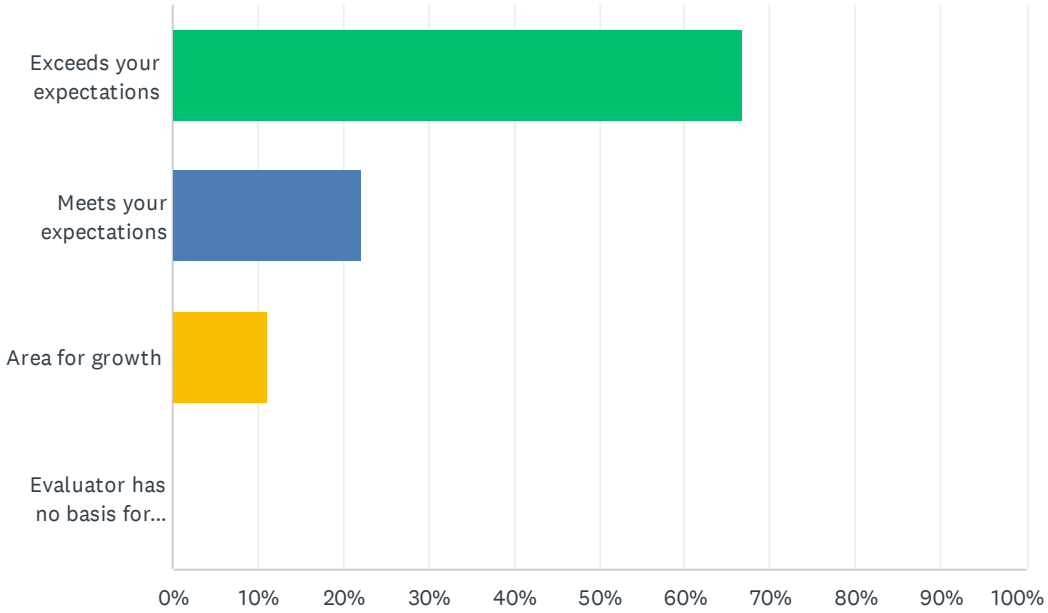
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	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

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

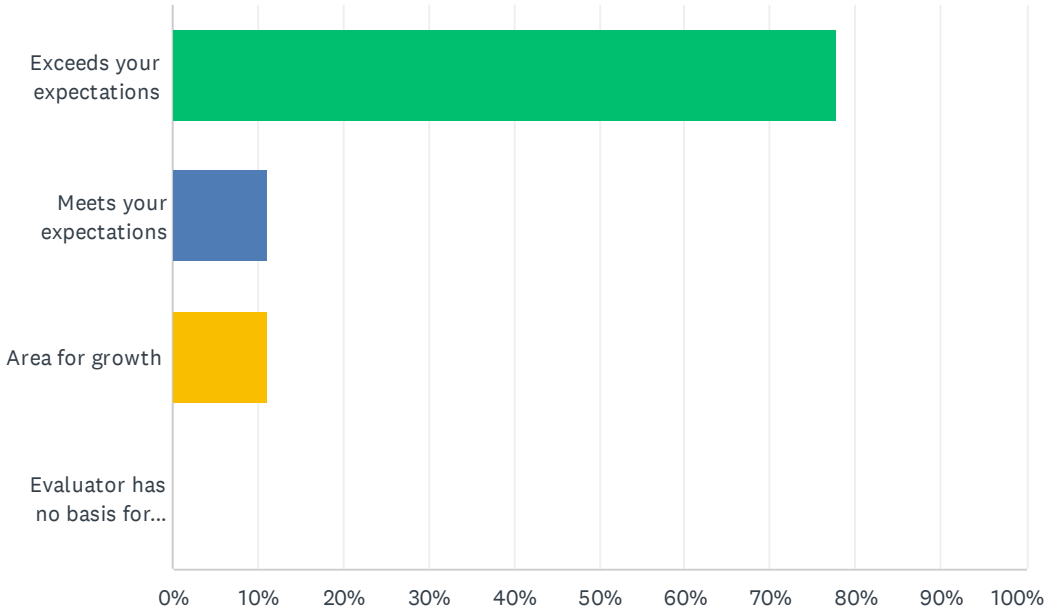
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	66.67%	6
Meets your expectations	22.22%	2
Area for growth	11.11%	1
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.

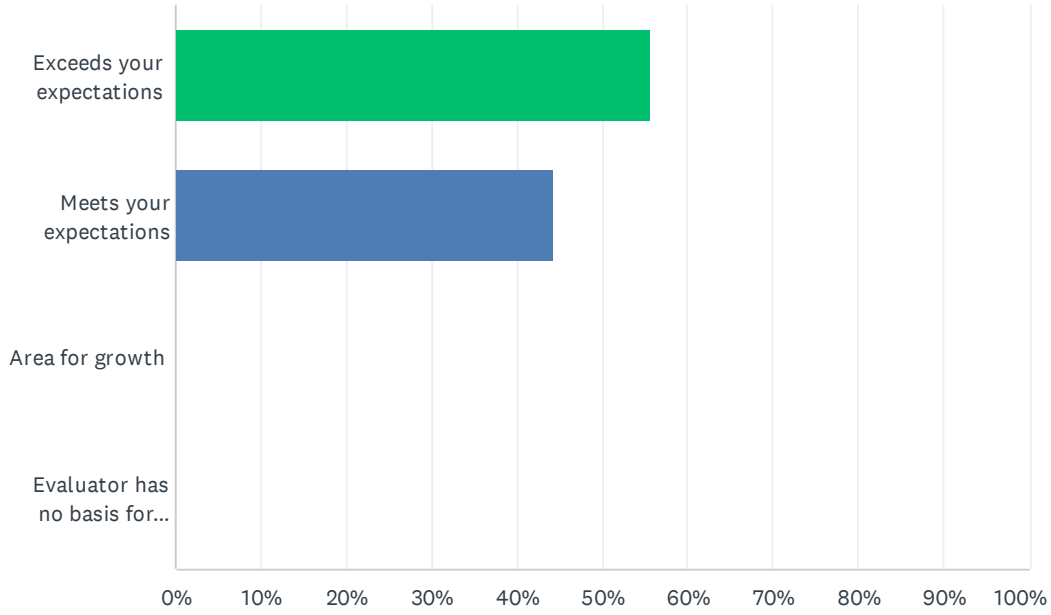
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	77.78%	7
Meets your expectations	11.11%	1
Area for growth	11.11%	1
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.

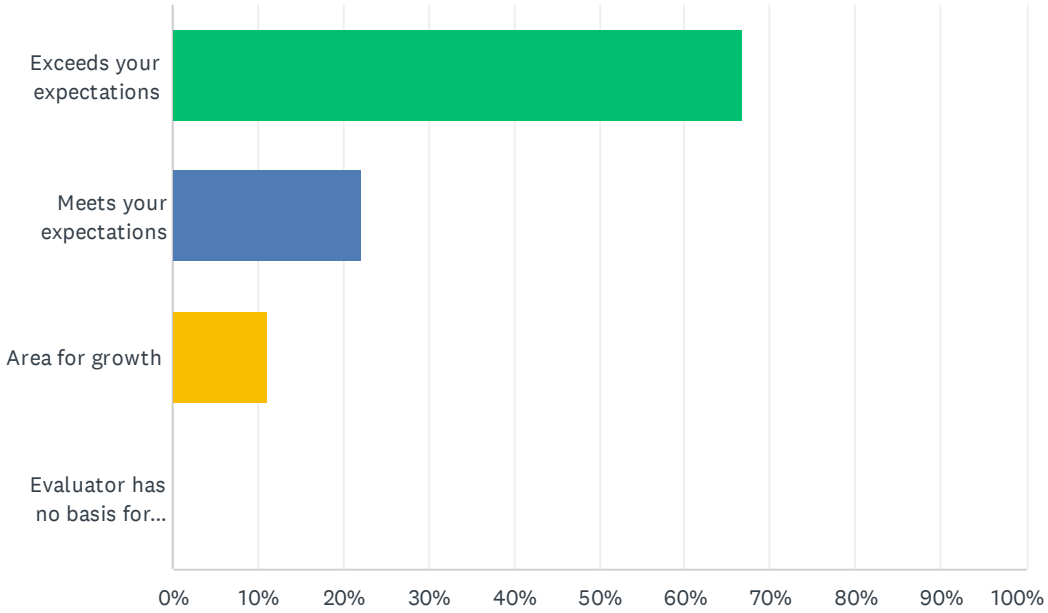
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	55.56%	5
Meets your expectations	44.44%	4
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

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

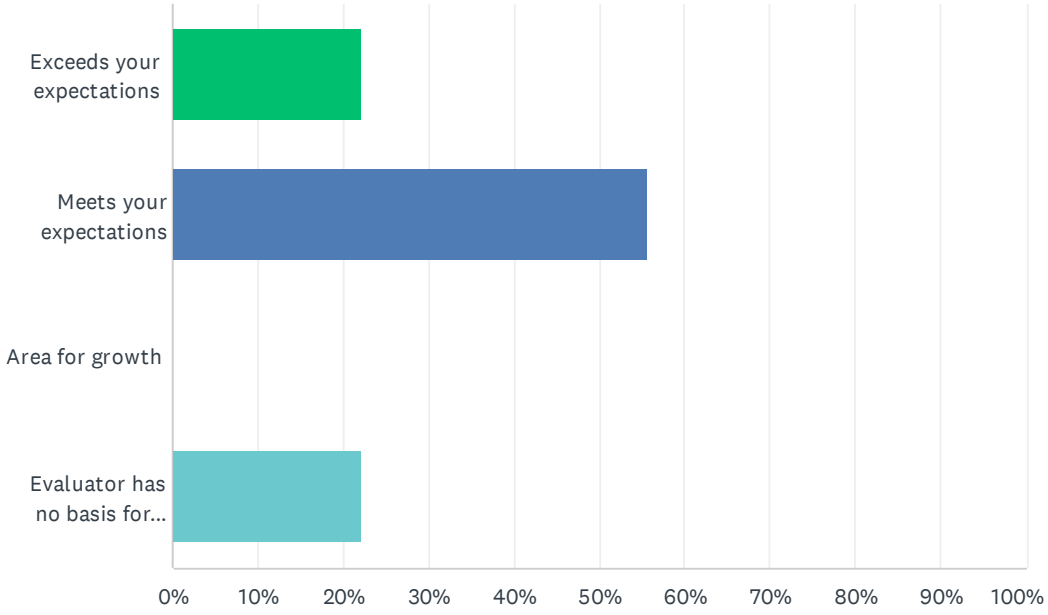
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	66.67%	6
Meets your expectations	22.22%	2
Area for growth	11.11%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		9

Q9 Provided clear direction to address Strategic Plan initiatives.

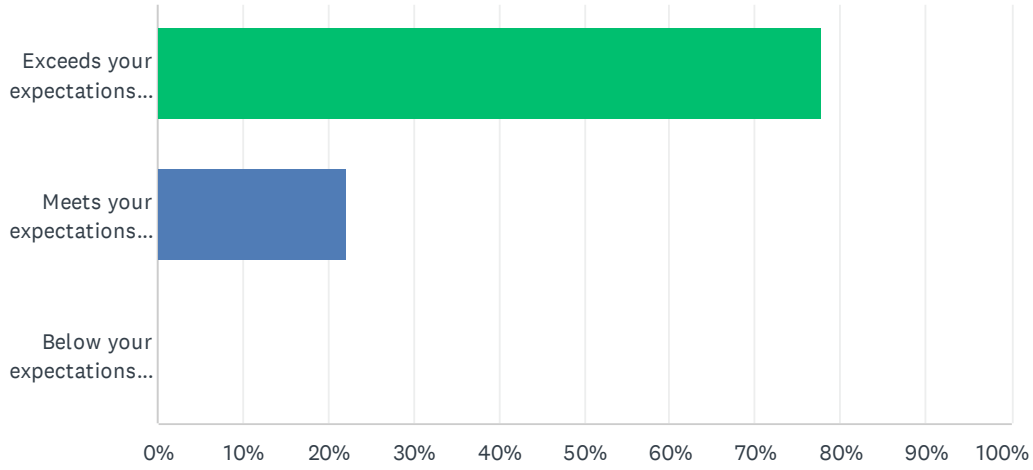
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	22.22%	2
Meets your expectations	55.56%	5
Area for growth	0.00%	0
Evaluator has no basis for judgment	22.22%	2
TOTAL		9

Q10 Select the best statement for the overall evaluation of County Manager Eric Brown.

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations:Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	77.78%	7
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	22.22%	2
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

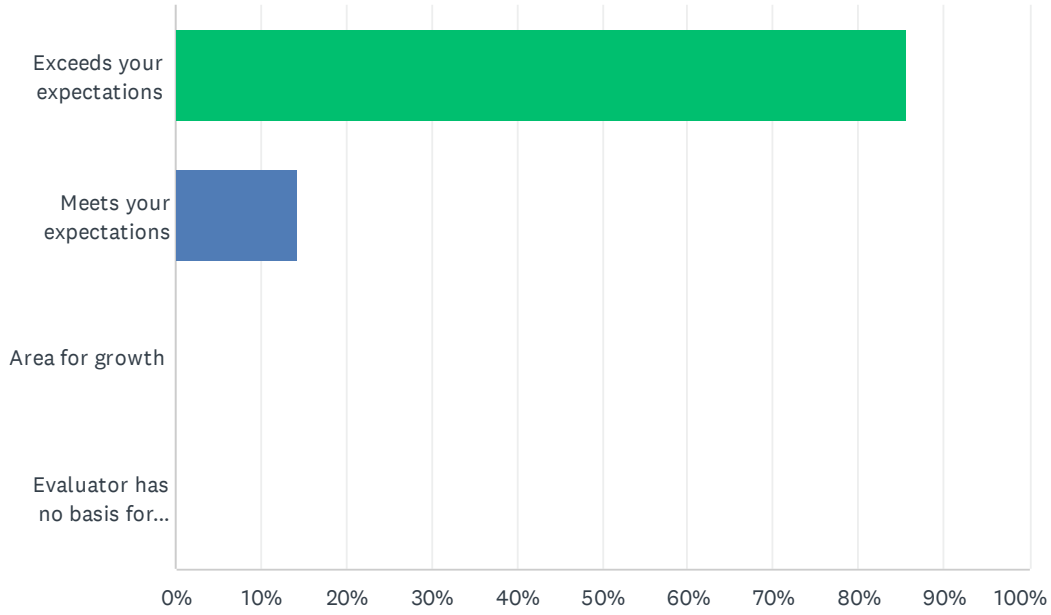
Q11 Comments: Provide details of overall success and/or needed improvement.

Answered: 5 Skipped: 4

#	RESPONSES	DATE
1	I appreciate the initiatives that Manager Brown is taking on with regards to employee engagement and satisfaction, HR performance review updates, modified working schedules, etc. These areas were identified in the Best Places to Work survey and he is actively responding to address those areas. I think employees appreciate the changes and we will gain more longevity as a result.	10/30/2023 9:34 AM
2	I have truly enjoyed working with Manager Brown. He's always willing to work on difficult tasks, talk and/or listen to issues my office faces. He's responsive and has the best interests of all WC employees and the county at the forefront.	10/24/2023 8:16 AM
3	Manager Brown routinely exhibits a high-level of leadership. Through his leadership, he continues to improve the services delivered by Washoe County to its constituency. He provides employees with support while also being attentive to the feedback provided by the elected members of the County Commission.	10/18/2023 9:20 AM
4	Another year, another great job during challenging times.	10/17/2023 4:46 PM
5	I continue to be impressed with how the County Manager handles himself, represents Washoe County, and empowers staff. He has an innate ability to make people feel heard and supported while creating a calm space.	10/17/2023 4:22 PM

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

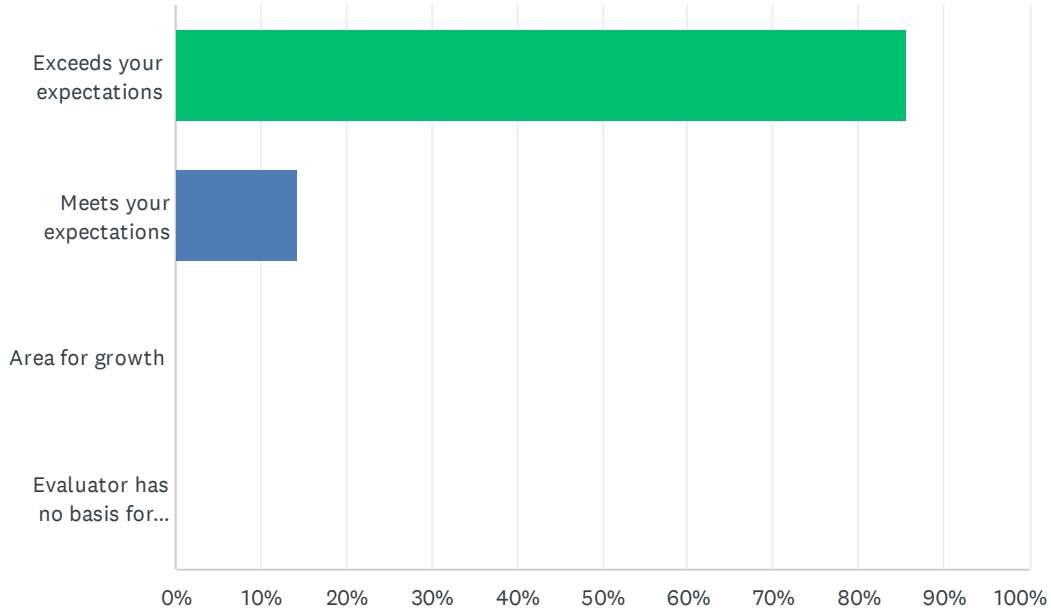
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	85.71%	6
Meets your expectations	14.29%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

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

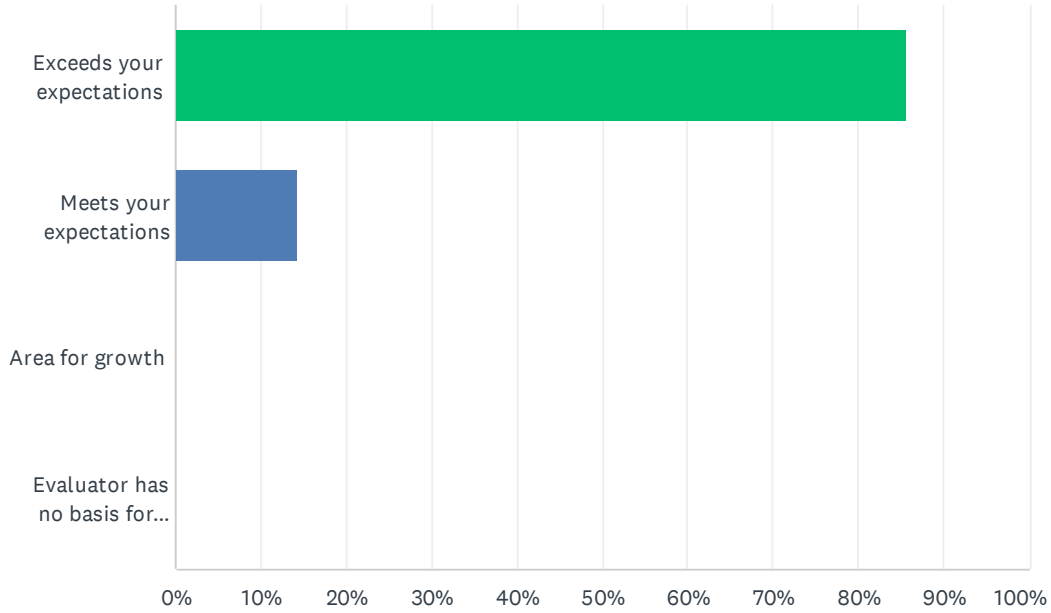
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	85.71%	6
Meets your expectations	14.29%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

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

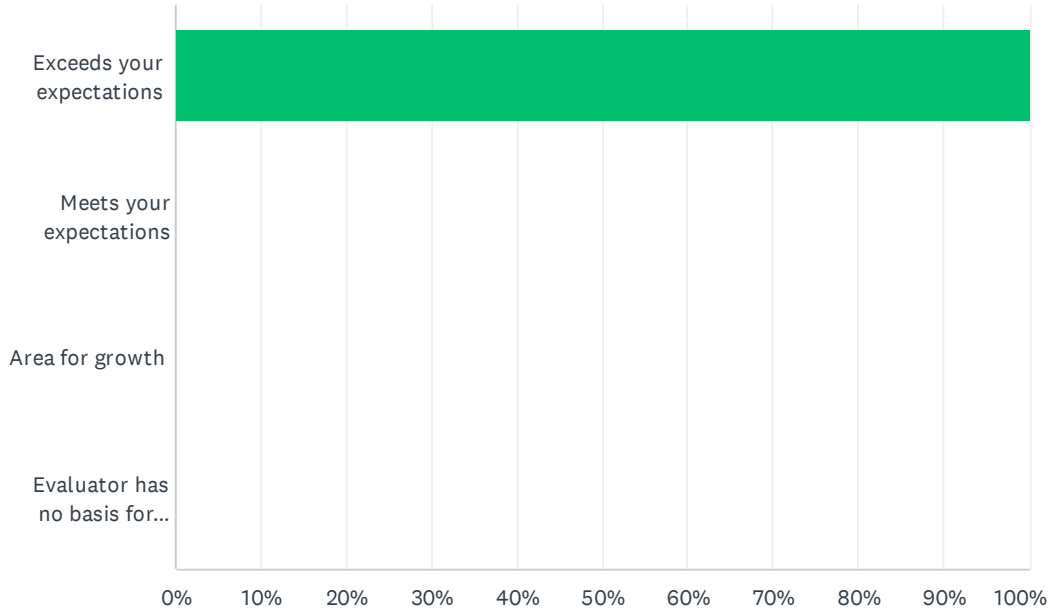
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	85.71%	6
Meets your expectations	14.29%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

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

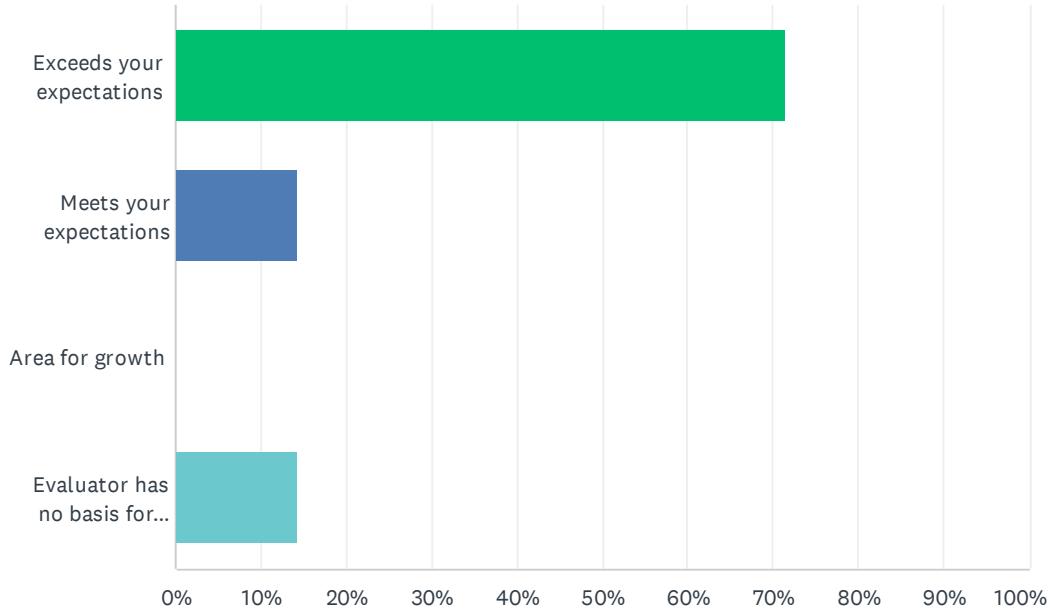
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	7
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

Q5 Encourages and considers community input on issues the county can impact.

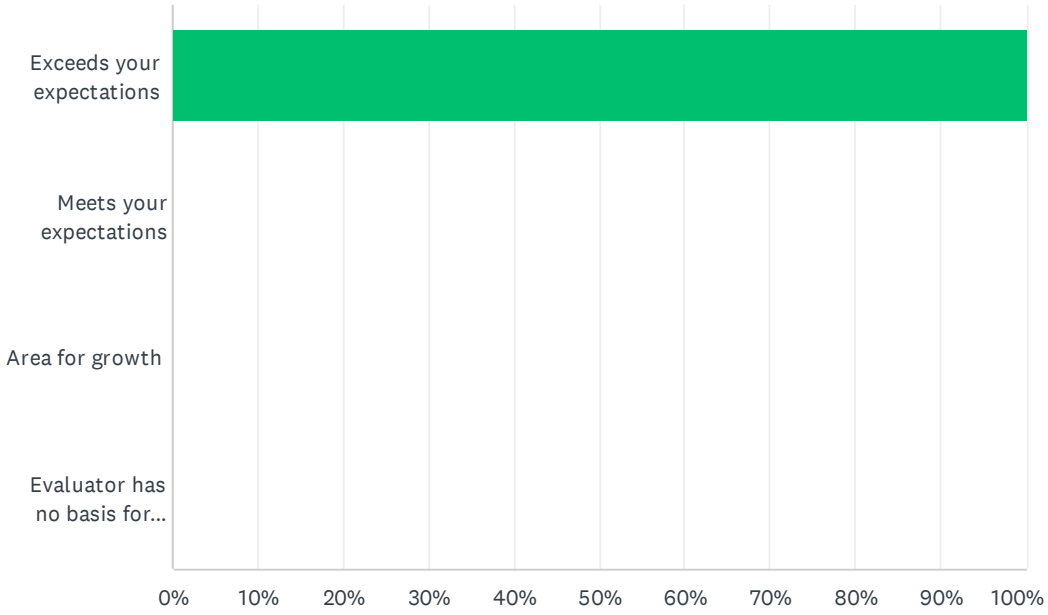
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	71.43%	5
Meets your expectations	14.29%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	14.29%	1
TOTAL		7

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

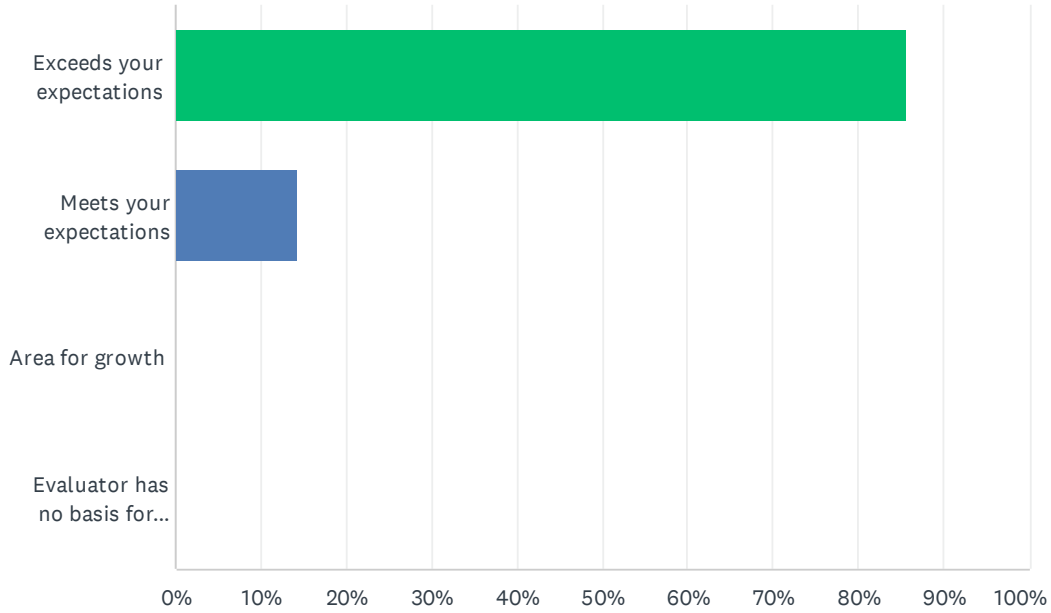
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	100.00%	7
Meets your expectations	0.00%	0
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

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

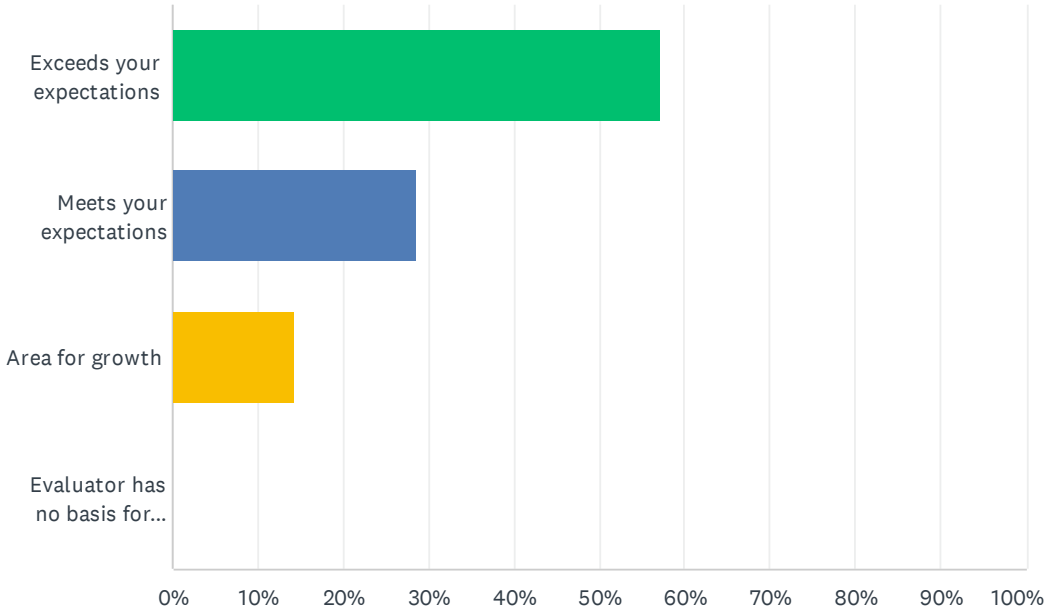
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	85.71%	6
Meets your expectations	14.29%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

Q8 Ensures that the 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.

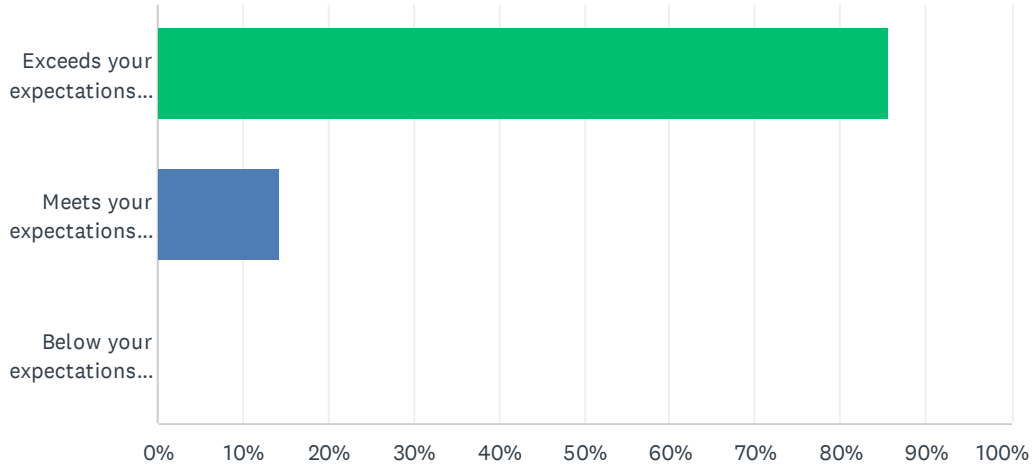
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	57.14%	4
Meets your expectations	28.57%	2
Area for growth	14.29%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		7

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

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations:Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	85.71%	6
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	14.29%	1
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		7

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

Answered: 6 Skipped: 1

#	RESPONSES	DATE
1	Manager Brown represents Washoe County with integrity and positivity. He is engaged with the community and has a demonstrated understanding of Washoe County needs. Manager Brown is a trusted partner that listens to new ideas with openness and is always willing to engage in discussion, and consider change where needed.	10/26/2023 5:24 PM
2	Eric is a consumate professional and a leader we can all be proud of. Washoe County is lucky to have him.	10/25/2023 2:03 PM
3	Manager Brown is an exceptional leader and chief executive. In my estimation, the county has never been better represented in the region and state. He is thoughtful and committed to the greater good. A tremendous colleague and committed public servant.	10/25/2023 1:29 PM
4	In my experience, and even under the most challenging of circumstances, Manager Brown is a steady hand. Manager Brown is a rock as far as leadership goes, and he can be counted on to be responsive, forward thinking, and professional in all of his interactions. In the areas of community engagement, leveraging and growing existing staff, and knowledge of critical community issues I have never seen anybody perform better. He has exceeded my expectations, and hats off to a job consistently done well.	10/19/2023 1:51 PM
5	Manager Brown has been an advocate of local governments working together.	10/18/2023 7:33 PM
6	Eric makes himself available to the municipalities and has been a driver in regional initiatives by directing regional partnership meetings and assuring results of those meetings are acted upon in a timely manner that reduces typical governmental red tape.	10/18/2023 5:21 AM