

Human Resources



County Manager's 2023 Performance Evaluation

December 12, 2023

Evaluation Parameters



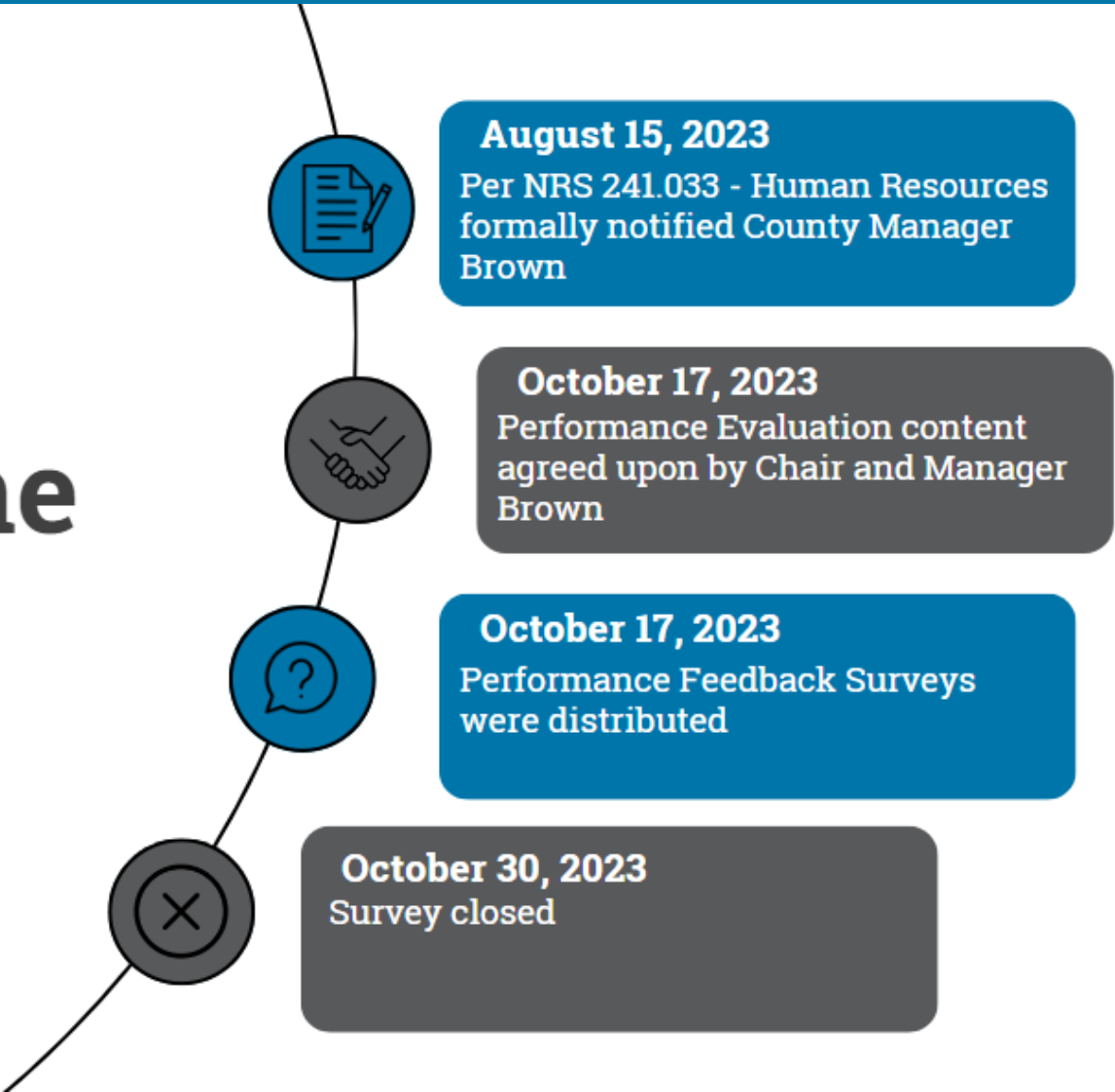


Performance Evaluation Requirements

- Section 9.c of the current Employment Agreement between Washoe County and County Manager Eric Brown requires:
 - *"Each year prior to or as near as possible to the commencement date of this contract...the Board of County Commissioners will review and evaluate Employee's performance in accordance with the provisions of the Open Meeting Law."*
- NRS 241.033 requires:
 - Written Notice to employee of time and place of meeting at least 5 working days before the meeting
 - Written Notice of a list of general topics to be discussed



Timeline



Survey Criteria



Participant Groups

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



Question Categories

- Leadership
- Integrity
- Communication
- Board liaison
- Management
- Strategic Plan
- Overall Evaluation



Response Options

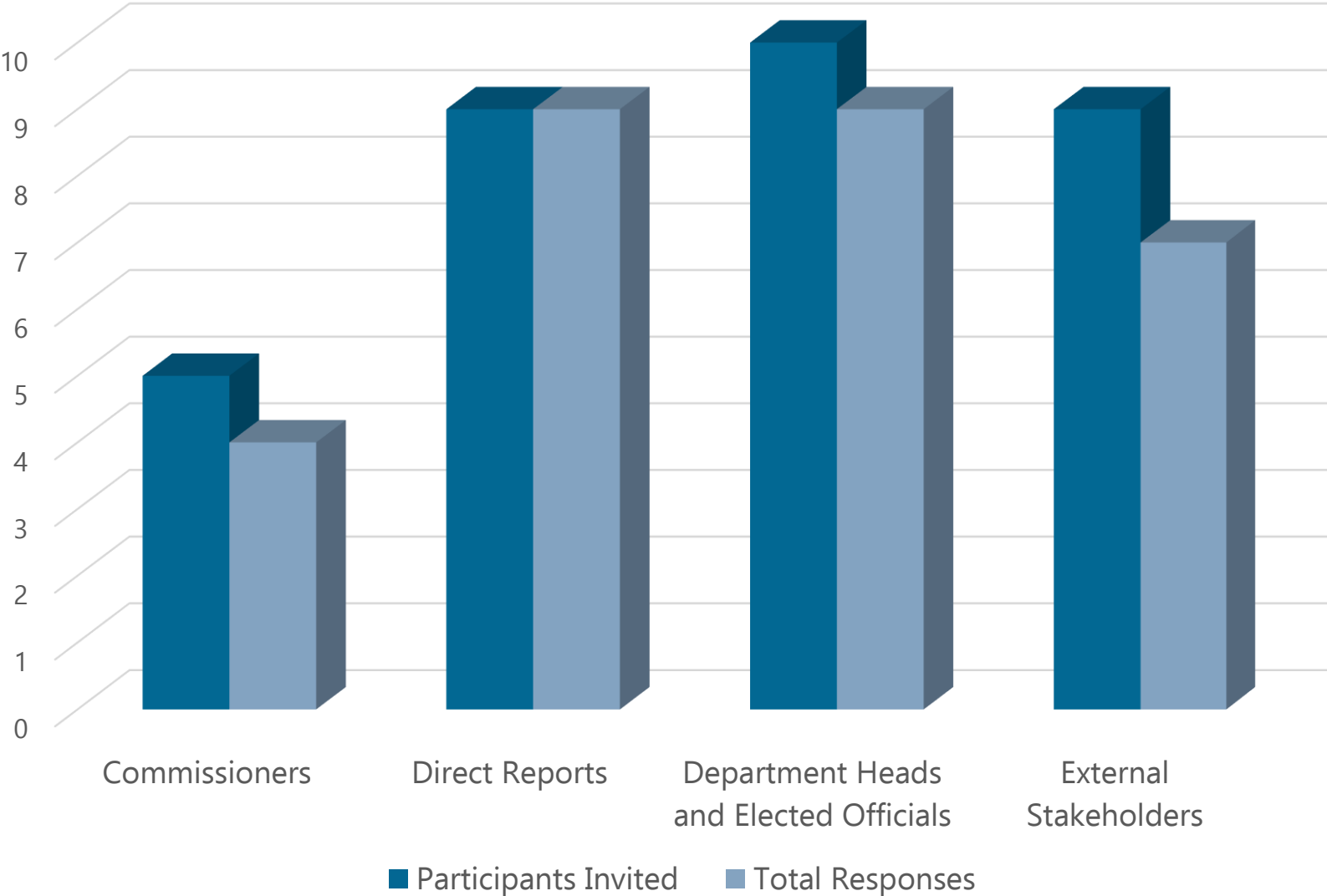
- Exceeds Expectations
- Meets Expectations
- Area For Growth
- Evaluator has no basis for judgment



Survey Response Rate

33 individuals were invited to participate in the Performance Feedback Survey

29 participants responded (88% response rate)



Survey Results





Survey Results: Leadership, Integrity, and Communication

Leadership

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



**Meets or Exceeds
Expectations**

Integrity

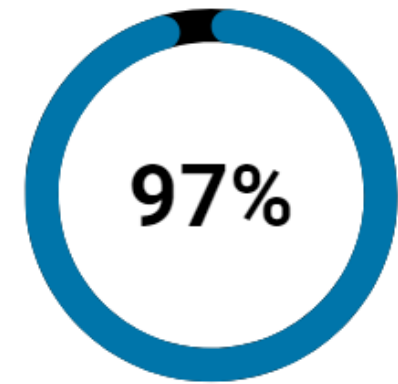
Sets an effective example of high personal standards and integrity, inspiring staff to do the same.



**Meets or Exceeds
Expectations**

Communication

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



**Meets or Exceeds
Expectations**



Survey Results: Strategic Plan

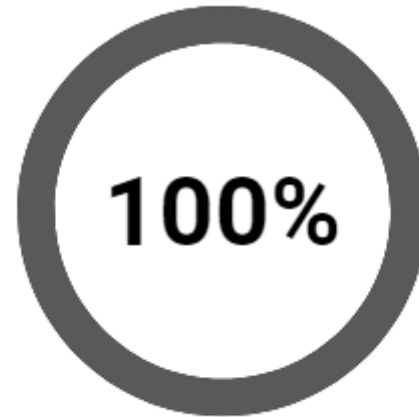
Provided clear direction to address Strategic Plan initiatives.



Meets or Exceeds Expectations

Survey Results: Overall Performance

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



Meets or Exceeds Expectations



Three-Year Result Comparison



Percentages indicate responses of Meets or Exceeds expectations



Thank you.