



County Manager's 2022 Performance Evaluation

• **December 13, 2022**



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

- August 9 ~ Human Resources was notified that County Manager Brown and the Chair discussed and mutually agreed on Performance Feedback Surveys, the internal and external stakeholders to be invited as part of these surveys, and December 13, 2022 as the date the Board will conduct his annual performance evaluation.
- August 16 ~ In accordance with NRS 241.033, Human Resources formally notified County Manager Brown that the Board would be reviewing his performance and professional competence as the Washoe County Manager in a public session at their December 13, 2022 Board meeting.
- October 18 – October 31 ~ Performance Feedback Surveys were distributed. All responses were anonymous.



Survey Groups/Participants

28 individuals were invited to participate in the Performance Feedback Survey

21 participants responded (75% response rate)

- ❖ County Commissioners
(5 invited; 3 responded, 60% response rate)
- ❖ Direct Reports
(9 invited; 8 responded, 89% response rate)
- ❖ Department Heads and Elected Officials
(12 invited; 10 responded, 83% response rate)
- ❖ External Stakeholders
(2 invited; 0 responded, 0% response rate)



Leadership ~ Integrity ~ Communication

- Functions as an effective leader of the organization; gaining trust, respect, and cooperation.
100% Meets or Exceeds Expectations
- Sets an effective example of high personal standards and integrity, inspiring staff to do the same.
100% Meets or Exceeds Expectations
- Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.
100% Meets or Exceeds Expectations



Survey Results - Overall Performance

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

100% indicated Meets or Exceeds Expectations

<u>Participant Group</u>	<u>Meets or Exceeds Expectations</u>
Commissioners	100%
Direct Reports	100%
DHs/Elected Officials	100%



Possible Action...

- Increase in base salary by a percentage or set amount
- Lump sum bonus
- Amend Employment Agreement to extend 1 year to November 2025
- Increase severance pay from 6 months to 12 months



Questions?

Thank you

