

Human Resources



# County Manager's 2023 Performance Evaluation

December 12, 2023

# Evaluation Parameters



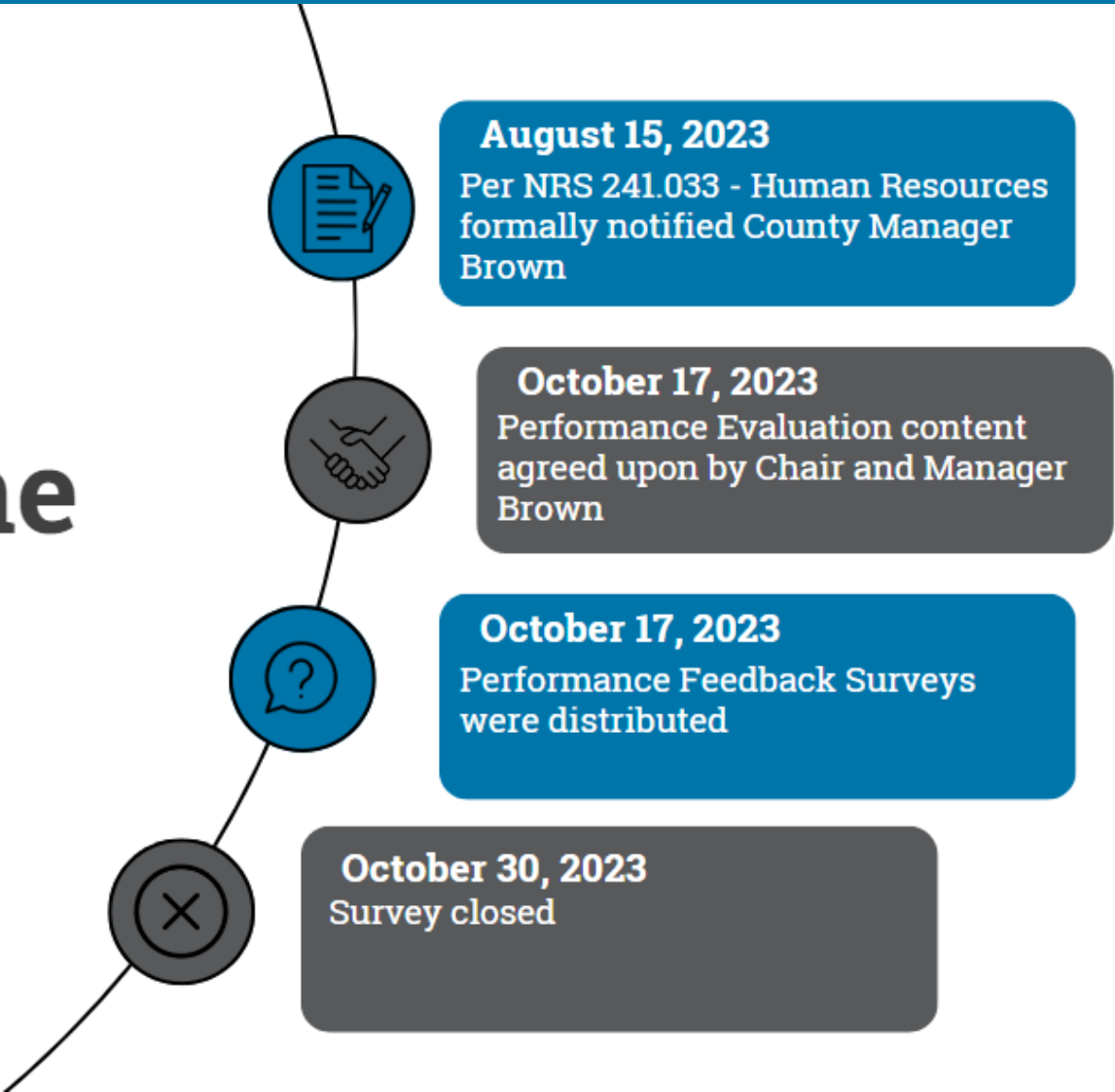


## Performance Evaluation Requirements

- 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

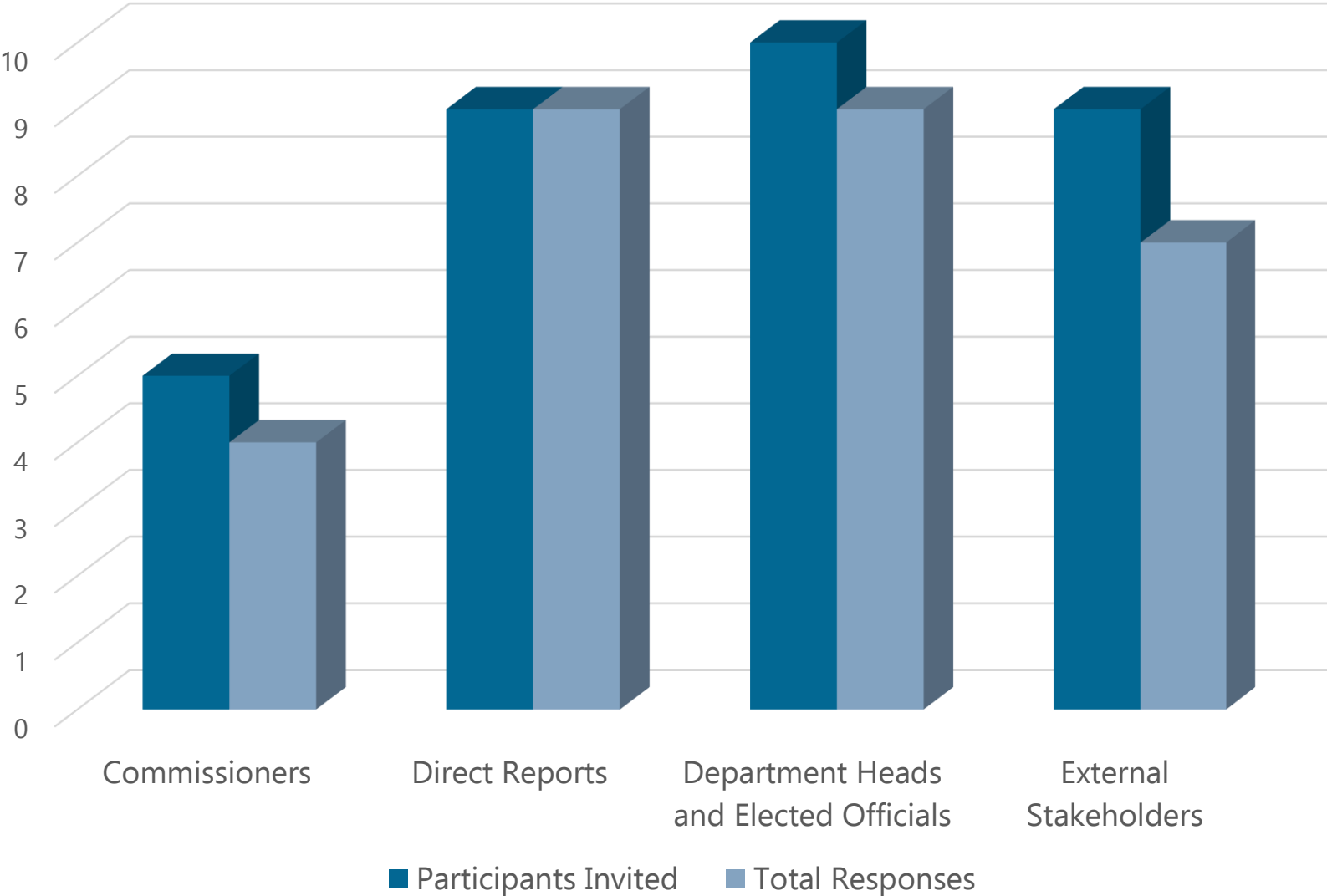
- Exceeds Expectations
- Meets Expectations
- Area For Growth
- Evaluator has no basis for judgment



## 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

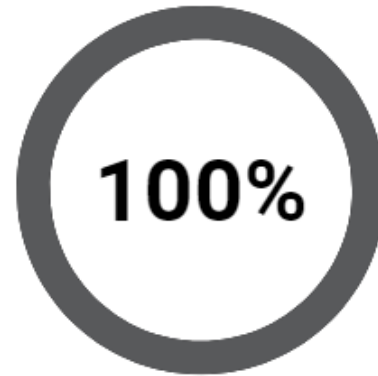
Functions as an effective leader of the organization; gaining trust, respect, and cooperation.



**Meets or Exceeds  
Expectations**

### Integrity

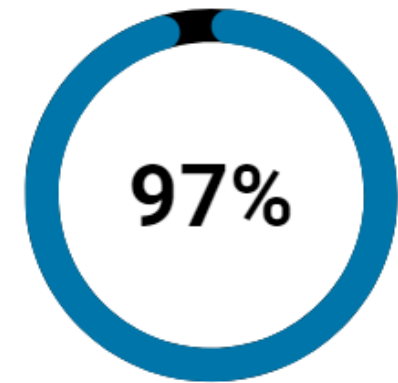
Sets an effective example of high personal standards and integrity, inspiring staff to do the same.



**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.*

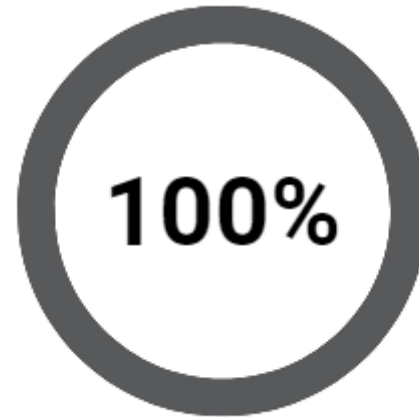


**Meets or Exceeds Expectations**



## 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.**