



Item:

Evaluation Results of the Executive Director for FY 20-21 (Labarta)

Requested Action:

The Board is asked to

1. Approve the results of the evaluation of the Executive Director.
2. Discuss the results and approve any increase in base salary and/or other benefits of the Director in such amounts and to the extent as it may determine that is desirable to do so, in light of the performance by the Director.

Background

Board policy **7.50 Evaluation Of The Executive Director** requires a “systematic and rigorous evaluation of the Executive Director's job performance ... solely against the only expected Executive Director job outputs as defined in the Executive Director's job description, the Executive Director's Contract, the Trust's Goals and Strategies, and adherence to Trust policies.”

The procedure is described below:

1. The evaluation of the Executive Director shall occur in the month of the Executive Director's employment anniversary
2. Prior to the Board's evaluation, the Executive Director shall provide the Board a summary of work from the previous fiscal year that includes a summary of outputs as defined in the Executive Director's job description, the Executive Director's Contract, the Trust's Goals and Strategies, and Trust policies.
3. Each Trust member shall complete an evaluation of the Executive Director's performance. The results of the individual evaluation shall be compiled and placed on the agenda for discussion.
4. At the evaluation of the evaluation of the Executive Director, the Board may increase base salary and/or other benefits of the Director in such amounts and to such an extent as it may determine that it is desirable to do so, in light of the performance by the Director.

Furthermore, “Section 11 Performance Evaluation” of the Executive Director’s contract requires that CTAC “review and evaluate the performance of the Director at least once per year. At such time CTAC may increase base salary and/or other benefits of the Director in such amounts and to such an extent as it may determine that it is desirable to do so, in light of the performance by the Director.”

Board members were solicited for feedback and the results have been compiled.

Attachments

Evaluation Results and Comments
Executive Director Memo to the Board

Programmatic Impact:

NA

Fiscal Impact:

NA

Recommendation:

NA