



April 9, 2019

**To:** Executive Committee

**From:** Brenda Wilson

**Subject:** Executive Director Review and Contract

**Action Recommended:** None. Information and Discussion Only

**Background:**

I have been the LCOG Executive Director since July 2012. LCOG has faced many challenges over the past seven years and it has been a privilege working with the Board to address those challenges. Getting LCOG's finances in order was a top priority for the Board and what became the basis for nearly every decision I have made in my position.

All of the actions I take are intended to be directed toward positive results for the organization and our region. I know LCOG is a more relevant, vibrant, and sustainable organization than it was seven years ago. But I also know that I have room for improvement and I am always seeking input on how, what, and where I can make those improvements.

**Evaluation History:**

I have received five annual evaluations since starting with LCOG:

2013 -The first was conducted in 2013 by the Human Resources office at Lane County. This was the standard management evaluation survey used by Lane County at the time.

2014 – A 360-Degree Review was performed in 2014.

2015 – A survey was sent out via Survey Monkey containing questions developed by me and the Executive Committee.

2016 - Because the previous three years of evaluations have been very comprehensive, I recommended, and the Executive Committee and the Board approved, my preparing a self-evaluation.

2017 – This year, the Executive Committee discussed options for an annual review and with a recommendation from Chair John Simpson, decided to utilize the annual review process currently being used by EWEB to evaluate their General Manager.

2018 – This year's evaluation survey focused on how LCOG – the agency as a whole – was doing and could better serve the region, with me at the helm. I also did a self-evaluation.

**Contract:**

My current two-year contract comes to the end of the two-year term on June 30, 2019. While the contract contains an automatic renewal clause, either party may terminate the contract at any time.

LCOG continues to experience challenges, but I believe in the past seven years we have handled those challenges in a positive and productive way, moving LCOG towards being more relevant, vibrant, and sustainable. I look forward to serving LCOG, our members, and customers over the next two years and continuing to make LCOG and our region better.

**Evaluation:** TBD