



March 14, 2023

To: Executive Committee

From: Brenda Wilson

Subject: Executive Director Review and Contract

Action Recommended: Provide Direction

Background:

I have been the LCOG Executive Director since July 2012. LCOG has faced many challenges over those years and it has been a privilege working with the Board to address those challenges. 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 in 2012, 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.

The past year has been more difficult as a sort of “fatigue” has settled in making almost everything more difficult. We are still returning to a more normal way of operating, and I am working with our Division Directors to address the workforce issues that have developed over the past two years.

Contract:

My current contract does not expire until June 30, 2025, so no action is required on the contract this year.

Evaluation History:

I have received ten annual evaluations since starting with LCOG, all different ranging from a 360-Degree Review to self-evaluations. Last year, the Executive Committee discussed the process for my annual evaluation this year. It was decided to use the same process as the previous year and continue to discuss a process for the annual evaluation of the Executive Director going forward. The process consisted of a survey sent to my management team and an evaluation form sent to Board members, both of which are attached. I also completed a Self-evaluation. The template for the survey was based on executive Evaluations from member agencies.

Executive Members expressed a desire to develop a standard evaluation process to be used every year. This agenda item is to discuss options and get direction.

Recommended Action: Provide Direction

Attachments: A. Board Survey
B. Questions Sent to Managers