



March 12, 2024

**To:** Executive Committee

**From:** Brenda Wilson

**Subject:** Executive Director Review and Contract

**Action Recommended:** Provide Direction

**Background:**

I have been the LCOG Executive Director for 12 years now. Over those years, LCOG has faced many challenges and it has been a privilege working with the Board to address those challenges. Through every challenge, I have taken actions intended to be in the best interest of 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 the organization – and myself - 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 the most difficult for a number of reasons. It seems people are suffering from a long form of “fatigue” and are very brittle. I am working with our Division Directors to address the workforce issues we are seeing and will continue to look for ways to improve.

**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 decided to use the same process as the previous two years 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. I think using the same process can provide for metrics over years, but I have some suggestions to make the evaluation more relevant and specific.

This agenda item is to discuss options and get direction.

**Recommended Action:** Provide Direction

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