



Legislation Details (With Board Report)

File #: WRAG 20-135
Name: GM Evaluation Process
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Status: Agenda Ready
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In control: Water Resources Agency Board of Directors
On agenda: 3/16/2020
Final action:
Title: Consider receiving an update on the revised performance evaluation process for the General Manager of the Water Resources Agency.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. DRAFT General Manager Evaluation Process, 3. Board Order

Date	Ver.	Action By	Action	Result
3/16/2020	1	Water Resources Agency Board of Directors		

Consider receiving an update on the revised performance evaluation process for the General Manager of the Water Resources Agency.

RECOMMENDATION:

It is recommended that the Board of Directors:

Receive an update on the revised performance evaluation process for the General Manager of the Water Resources Agency.

SUMMARY/DISCUSSION:

The Agency Board of Directors (BOD) has indicated that the General Manager's (GM) annual performance evaluation needs to be in closer alignment with the process outlined in the Water Resources Agency Act than it has been in the recent past. As part of the strategic planning initiative, the Agency's consultant, Management Partners, has drafted a revised process. The draft report that more fully explains the rationale and details out the process is attached. The proposed process modifies the way the GM evaluation has been done in the past by both the BOD and the Board of Supervisors of the Water Resources Agency (BOS). The new process proposes using a facilitator that is likely to be Management Partners, for this year at least. Here is a synopsis of the steps that are being recommended:

1. GM prepares a self-assessment.
2. Facilitator develops approximately 12 focused, open ended questions that would be reviewed and approved by the Chairs of the BOD and BOS (or designees) as well as the GM.
3. A facilitator would interview the BOS using the approved questions.
4. The BOD would complete an on-line questionnaire using the same questions.
5. A confidential/anonymous MCWRA staff online survey be completed.
6. Facilitator will prepare a draft summary report highlighting the key points of steps 3-5 above.
7. The draft summary report will be reviewed in closed session with the Agency BOD. (This is an additional step not in the attached report requested by planning committee)
8. Facilitator will provide the final summary report to the chair of the BOS, chair and vice-chair of the

BOD and the GM and review it with them in advance of the closed session in step 9.

9. Conduct closed session with BOS, chair and vice-chair of BOD, GM and facilitator.

OTHER AGENCY INVOLVEMENT:

None

FINANCING:

There is no financial impact for receiving this report.

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Attachments:

1. Draft General Manager Evaluation Process
2. Board Order