

Exhibit B: Page 1

Chief Executive Officer Performance Evaluation

2024 Direct Reports Survey: Link to be provided by email for online input

Leadership

- Effectively assumes all responsibility for the management of the activities and employees of SBCERA
- Applies standards of honesty, integrity and trustworthiness to daily work
- Drives a set of common organizational values and interests; acts as a catalyst for organizational and cultural change
- Skilled at directing, persuading and motivating others
- Establishes a clear organizational vision based on Board priorities and direction and a sound sense of public service

Comments:

Communications

- Writes and speaks clearly and effectively
- Oversees communications with County management, other employers that participate in SBCERA, and key stakeholders, such as union representatives
- Solicits constructive input from and builds effective relationships with other governmental entities and stakeholders
- Professionally represents SBCERA at meetings, conference and events

Comments:

Management

- Effectively recommends, formulates and implements operating policies and procedures
- Plans and makes decisions within SBCERA's values and strategic intent
- Establishes and maintains strong working relationships with the SEIU Local 721 external and internal representatives
- Makes quality hiring decisions by identifying, attracting and retaining talent, and when necessary, decisions to terminate employment
- Effectively oversees the management of key consultants
- Helps to ensure that staff has the tools and resources to perform their duties

Comments: