

# Exhibit A: Page 1

Chief Executive Officer Performance Evaluation  
2020 Board 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
- Skilled at directing, persuading and motivating others

\_\_\_\_ Excellent  
\_\_\_\_ Good  
\_\_\_\_ Needs Improvement

Comments:

## Board Relations

- Effectively communicates with the Board on a regular basis
- Responds on a timely basis to Board questions, concerns or other inquiries
- Successful onboarding and orientation of new trustees

\_\_\_\_ Excellent  
\_\_\_\_ Good  
\_\_\_\_ Needs Improvement

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
- Professionally represents SBCERA at meetings, conference and events

\_\_\_\_ Excellent  
\_\_\_\_ Good  
\_\_\_\_ Needs Improvement

Comments:

## Exhibit A: Page 2

### 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, 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

\_\_\_\_\_ Excellent

\_\_\_\_\_ Good

\_\_\_\_\_ Needs Improvement

Comments:

### Overall

- Strategically plans for the future
- Brings new ideas and direction
- Delivers service to the membership in an accurate, courteous, prompt, professional and cost-effective manner
- Manages and mitigates operational, financial and litigation risk

\_\_\_\_\_ Excellent

\_\_\_\_\_ Good

\_\_\_\_\_ Needs Improvement

Comments: