

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:

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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: