



# San Bernardino County Employees' Retirement Assoc.

## Staff Report Details (With Text)

**File #:** 19-822 **Name:**

**Type:** Closed Session

**File created:** 2/26/2020 **In control:** BOARD OF RETIREMENT

**On agenda:** 3/13/2020 **Final action:**

**Title:** Public Employee Performance Evaluation - Title: Chief Counsel.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
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**FROM:** Stacey Barnier, Director of HR and Risk Management

**SUBJECT:** Receive self-evaluation presentation from Chief Counsel

**RECOMMENDATION:**  
Public Employee Performance Evaluation - Title: Chief Counsel.

**BACKGROUND:**  
At its January 9, 2020 meeting, the board adopted the following schedule for the performance review of the Chief Counsel and Chief Executive Officer:

- |                  |  |
|------------------|--|
| February 6, 2020 | Board Chair appoints Performance Evaluation Committee members.<br>(Neal Waner, Dawn Stafford and Janice Rutherford.)   |
| March 13, 2020   | Chief Executive Officer and Chief Counsel will provide briefings to the Board on their accomplishments and goals.  |
| March 13, 2020   | An online survey tool will be released to the Trustees and staff to gather their feedback, which will request a specific evaluation of no more than ten key areas, with room for narrative discussion on each area, as well as overall. The survey will close on March 20, 2020 to allow for compilation of the results by the Performance Evaluation Committee. |
| April 2, 2020    | Board Meeting - Closed Session discussion (Board only) to discuss the self-evaluations and compiled survey results. Desired outcome: Board will reach a consensus on key points to be covered in the performance evaluation with the CEO and Chief Counsel and designate representative(s) to deliver the performance evaluation and compensation                |

adjustments, if any.

April 6-22, 2020

Identified range of time for Board designee(s) to meet with CEO and Chief Counsel separately to provide performance evaluation and compensation adjustments, if any. Should additional time be required, or additional full Board discussion needed, this time would be adjusted into May.

**BUDGET IMPACT:**

None.

**STRATEGIC PLANNING GOAL/OBJECTIVE:**

Quality Employer and Workplace

**STAFF CONTACT:**

Stacey Barnier