



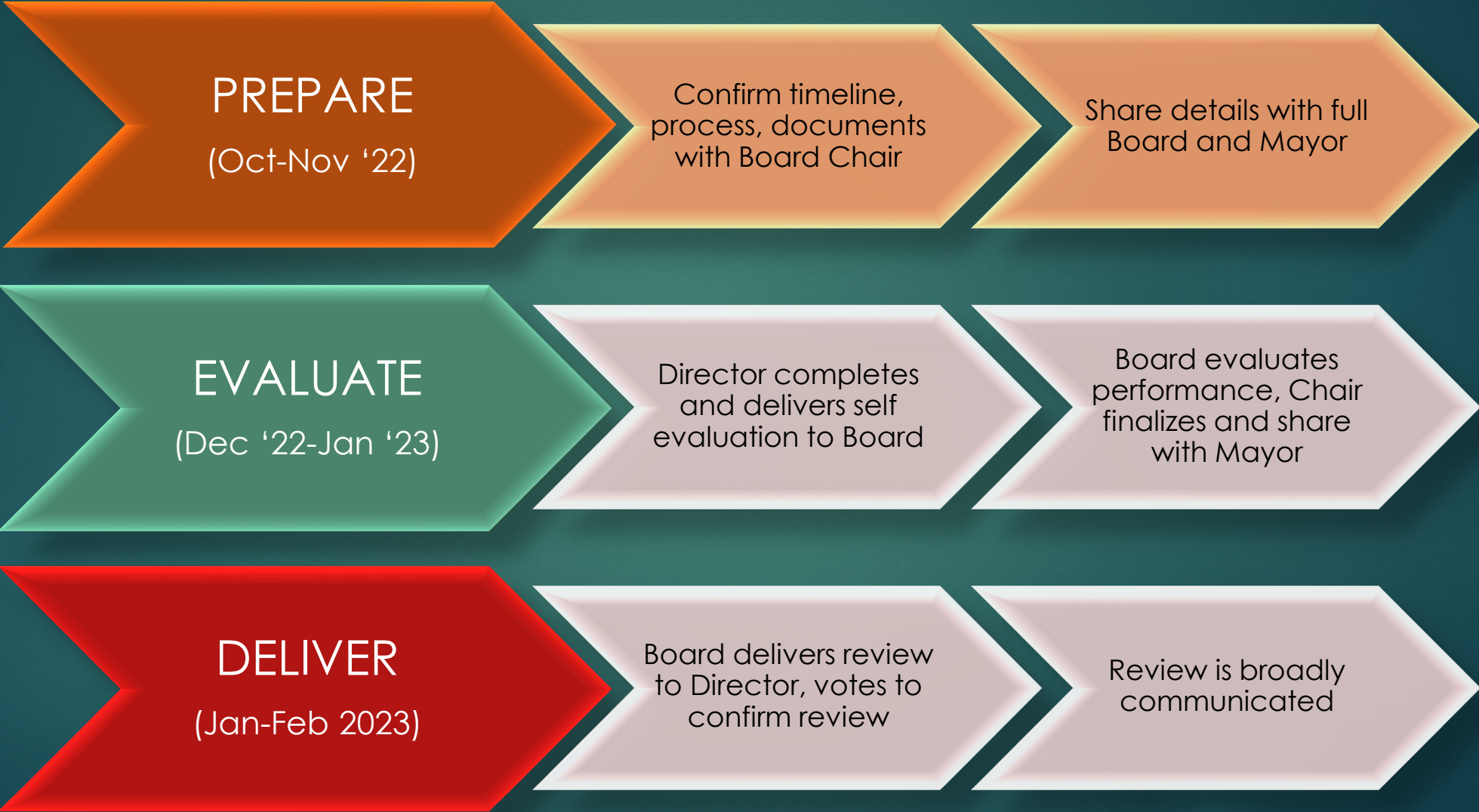
Utility Director Performance Review

OCTOBER 12, 2022

Performance Review Guidance

- ▶ Calendar year review
 - ▶ Reconfirmation occurs every other year before August 1st
 - ▶ A Mid-Year check-in may occur on reconfirmation years (2022, 2024, 2026, 2028)
- ▶ Review process is directed by the Board Chair
- ▶ Director's performance is discussed amongst the Board in Executive Session
- ▶ All written feedback is public
- ▶ Board Chair considers Board input and writes the review
- ▶ HR staff available to help facilitate the process

Overview: Performance Review Process & Timeline



Process & Feedback Tools

- ▶ 2022 Timeline
- ▶ Director's Workplan
- ▶ Director's Self Review
- ▶ Performance Review Form

Questions?