



County Manager's 2021 Performance Evaluation

• December 14, 2021



Section 9.c of the current Employment Agreement between Washoe County and County Manager Eric Brown requires:

“Each year prior to or as near as possible to the commencement date of this contract...the Board of County Commissioners will review and evaluate Employee’s performance in accordance with the provisions of the Open Meeting Law.”

NRS 241.033 requires:

- ❖ Written Notice to employee of time and place of meeting at least 5 working days before the meeting
- ❖ Written Notice of a list of general topics to be discussed



Timeline

September 10 ~ Human Resources was notified that County Manager Brown and the Chair discussed and mutually agreed on Performance Feedback Surveys, the internal and external stakeholders to be invited as part of these surveys, and December 14, 2021 as the date the Board will conduct his annual performance evaluation.

September 14 ~ In accordance with NRS 241.033, Human Resources formally notified County Manager Brown that the Board would be reviewing his performance and professional competence as the Washoe County Manager in a public session at their December 14, 2021 Board meeting.

September 29 – October 15 ~ Performance Feedback Surveys were distributed. All responses were anonymous.



Survey Groups/Participants

40 individuals were invited to participate in the Performance Feedback Survey

31 participants responded (78% response rate)

- ❖ County Commissioners
(5 invited; 4 responded, 80% response rate)
- ❖ Direct Reports
(6 invited; 6 responded, 100% response rate)
- ❖ Department Heads and Elected Officials
(20 invited; 14 responded, 70% response rate)
- ❖ External Stakeholders
(9 invited; 7 responded, 78% response rate)



Leadership ~ Integrity ~ Communication

Functions as an effective leader of the organization; gaining trust, respect, and cooperation.

100% Meets or Exceeds Expectations

Sets an effective example of high personal standards and integrity, inspiring staff to do the same.

97% Meets or Exceeds Expectations

Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.

97% Meets or Exceeds Expectations



Survey Results - Overall Performance

“Select the best statement for the overall evaluation of County Manager Eric Brown.”

97% indicated Meets or Exceeds Expectations

<u>Participant Group</u>	<u>Meets or Exceeds Expectations</u>
Commissioners	100%
Direct Reports	100%
DHs/Elected Officials	100%
External Stakeholders	86%



Questions?

Thank you

