

**TRANSPORTATION AGENCY FOR MONTEREY COUNTY (TAMC)
PERFORMANCE EVALUATION OF
TAMC Counsel Kathryn Reimann**

In evaluating the performance of Counsel, consider the factors below in arriving at your overall rating. Check the box in each category that you think best applies.

- 1 = Unsatisfactory, performance does not meet job requirements.
 2 = Improvement needed, performance partially meets requirements of job.
 3 = Satisfactory, performance adequately meets requirements of job.
 4 = Good, performance generally meets or exceeds standards or expectations.
 5 = Exceptional, performance is excellent, exceeding job requirements.

Dimension	1*	2*	3	4	5
Accessible to elected officials, staff and the public.					
Attitude. Is enthusiastic, cooperative, adaptive, energetic, willing to spend whatever time is necessary to do a good job.					
Communication. Keeps Board of Directors fully informed on legal issues affecting the Agency. Advises Board Members so that all actions are in accord with Agency By-laws, state and federal law.					
Conflict of interest. Keeps Board Members informed of any possible conflicts of interest.					
Decisiveness. Is able to reach timely decisions and initiate action, but is not impulsive.					
Execution of Policy. Understands and complies with the policies and objectives of the organization. Efforts lead to successful accomplishment of Board directives.					
Expertise and knowledge of legal issues.					
Imagination. Shows originality in approaching problems. Is able to visualize the implications of various approaches					
Non-political but understands and works effectively in the political arena.					
Loyalty. Genuine interest in work, job and the agency. Concerned with agency's image and reputation.					
Presents thoughts in an orderly, understandable manner.					
Unbiased. Takes a reasonable and rational viewpoint based on facts and qualified opinions.					
Quarterly written reports are clear, concise, and accurate.					

General Comments:

Please provide specific comment:

(1) Leadership and management skills:

(2) Knowledge of legal requirements affecting TAMC:

(3) Reputation in the community:

(4) Reputation with member agencies:

(5) Opportunities for development / Recommendations for more emphasis or improvement:

Overall Rating: (Consider all factors listed on page 1 in arriving at an overall rating.)

- ☐ Unsatisfactory, performance does not meet job requirements.
- ☐ Improvement needed, performance partially meets requirements of job.
- ☐ Satisfactory, performance adequately meets requirements of job.
- ☐ Good, performance generally meets or exceeds standards or expectations.
- ☐ Exceptional, performance is excellent, exceeding job requirements.

Signature: _____

Date: _____

Print Name: _____

***Please complete and return evaluation to Chair via e-mail: huitt@comcast.net
Thank you.***