## TRANSPORTATION AGENCY FOR MONTEREY COUNTY (TAMC) PERFORMANCE EVALUATION OF

## **EXECUTIVE DIRECTOR DEBRA L. HALE**

In evaluating the performance of the Executive Director, 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.

Accessible to elected officials, staff and the public.       Image: Comparity of the second sec	Dimension	1*	2*	3	4	5
spend whatever time is necessary to do a good job.				_		_
Communication. Keeps Board Members fully informed of issues	Attitude. Is enthusiastic, cooperative, adaptive, energetic, willing to					
affecting the Agency.	spend whatever time is necessary to do a good job.					
Community Relations. Skilled in representing Agency policies to other agencies, the public, and news media.       Imagencies to other agency.         Community and professional reputation. Is regarded as a person of high integrity and ability for the agency.       Imagencies.         Decisiveness. Is able to reach timely decisions and initiate action, but is not impulsive.       Imagencies and the other agency.         Execution of Policy. Understands and complies with the policies and objectives of the organization. Efforts lead to successful accomplishment of goals.       Imagination.         Expertise and knowledge of transportation issues.       Imagination.       Imagination.         Imagination. Shows originality in approaching problems. Is able to visualize the implications of various approaches       Imagination.         Non-political but understands and works effectively in the political arena.       Imagency's image and reputation.       Imagency's image and reputation.         Loyalty. Genuine interest in work, job and the agency. Concerned with agency's image and reputation.       Imagency's image and reputation.       Imagency's image and reputation.         Personnel Development. Appoints and trains effective subordinates; retains excellent staff.       Imagency's form Board Members for information, advice, and service.       Imagency's image and reputation.       Imagency's image and reputation.         Persents thoughts in an orderly, understandable manner.       Imagency's image and reputation.       Imagency's image and reputation.       Imagency's image and reputation. <td>Communication. Keeps Board Members fully informed of issues</td> <td></td> <td></td> <td></td> <td></td> <td></td>	Communication. Keeps Board Members fully informed of issues					
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## \*NOTE: Please explain any rating of a "1" or a "2" in the comment section below, or use the space to provide any additional comments.

General Comments:
Please provide specific comment:
(1) Leadership and management skills:
(2) Staff development:
(3) Reputation in the community:
(4) Reputation with Transportation Agency 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.
<ul> <li>Improvement needed, performance partially meets requirements of job.</li> <li>Satisfactory, performance adequately meets requirements of job.</li> </ul>
□ Good, performance generally meets or exceeds standards or expectations.
□ Exceptional, performance is excellent, exceeding job requirements.
Signature: Date:
Signature: Date:

Print Name:

Please complete and return evaluation to Chair via e-mail: district1@co.monterey.ca.us Thank you.