



Legislation Text

File #: 2019-250, **Version:** 1

Evaluation of Chief Executive Officer's Performance for Fiscal Year 18-19

Agenda of: June 26, 2019

Item No.: **2019-250**

Amount: N/A

TO: The Honorable
Board of Directors
Great Lakes Water Authority

FROM: Sue F. McCormick
Chief Executive Officer
Great Lakes Water Authority

DATE: June 24, 2019

RE: **Evaluation of Chief Executive Officer's Performance for Fiscal Year 18-19**

MOTION

The Board of Directors (Board) of the Great Lakes Water Authority (GLWA); **determines that for the Fiscal Year 2018-19, the performance of the GLWA's Chief Executive Officer exceeds expectations;** and authorizes the Board's Chairman, GLWA General Counsel and Chief Administrative Officer to take such other action as may be necessary to accomplish the intent of this vote.

BACKGROUND

On December 17, 2015 the Board entered into an Employment Agreement (Agreement) with Sue McCormick to serve as the GLWA's Chief Executive Officer (CEO). That Agreement provided for an annual salary (Section 4.1) as well as a performance-based bonus. (Section 5.1 and Attachment C). In addition, Section 5.3 of the Agreement provided the initial term for CEO McCormick's performance would end on June 30, 2017. Based upon its review of CEO McCormick's performance, on September 13, 2017, the Board authorized Change Order No. 1 to the Agreement and on November 28, 2018 the Board authorized Change Order No. 2 to the Agreement.

Change Order No. 2 to the agreement requires that on or before June 30, 2019, the Board will evaluate the CEO's performance for Fiscal Year 2018-19 and determine whether that performance has either; failed to meet expectations, meets expectations, or exceeds expectations.

JUSTIFICATION

The Board has reviewed McCormick's performance during the evaluation period, wishes to continue her service as the GLWA's CEO, and, consistent with the Agreement is evaluating her performance.

BUDGET IMPACT

Any costs associated with the Board's evaluation of the CEO's performance for Fiscal Year 2018-19 can be accommodated within the budget adopted by the Board.

COMMITTEE REVIEW

This item is being presented directly to the full Board of Directors.

SHARED SERVICES IMPACT

This item does not impact the shared services agreement between GLWA and DWSD.