

DRAFT COMMISSION POLICY	
Category: Commission-Staff Linkage	Title: COMMISSION EVALUATION OF DIRECT REPORTS
Committee of Origin: Policy and Governance	Policy Number:
Date of Adoption:	Resolution No.
Revision:	Resolution No.

To ensure that the authority and responsibilities of the Executive Director, General Counsel, Chief Administrative Law Judge, and Internal Auditor are carried out effectively, the job performance of each shall be evaluated by comparing the results, operations and personal performance to the strategic directives and policies established by the Commission.

Specifically:

- a) The Commission shall evaluate the performance of the Executive Director, General Counsel, Administrative Law Judge, and Internal Auditor on an annual basis.
- b) The evaluation will be primarily based on an evaluation of performance against the results and criteria established by the Commission in its strategic directives and policies, as well as based on the individuals' demonstration of effective means to achieving those results.
- c) The achievement of the Commission's strategic directives and policies shall be monitored at a frequency and by a method chosen by the Commission.
- d) With regard to strategic directives for which there are no clear performance measures, the direct reports shall propose performance criteria that represent his or her reasonable interpretation of achieving the results defined by the Commission.
- e) To the extent possible, the Commission will use data to determine the degree to which the direct reports are meeting its strategic directives, policies and expectations.
- f) The President has the responsibility and authority to collect and assemble data needed to perform the evaluations of the direct reports.

Monitoring Method: Board Report
Frequency: Annual