

**Muskegon County**  
**Board of Commissioners**  
*Hall of Justice, 990 Terrace, 4<sup>th</sup> Floor*  
*Muskegon, MI 49442*

*Terry J. Sabo, Chairman*  
*Marvin Engle*  
*Susie Hughes*  
*Jeff Lohman*  
*Kenneth Mahoney*

*Benjamin E. Cross, Vice Chair*  
*Charles Nash*  
*Robert Scolnik*  
*Rillastine R. Wilkins*

*Board Minutes may be found on the web at <http://co.muskegon.mi.us/clerk>*

**Regular Meeting**

Tuesday, November 10, 2015  
4:00 p.m.

Chairman Sabo, Presiding

The Full Board of Commissioners was called to order by Chairman Sabo.

The invocation was given by Pastor Tim Cross of the Living Word Church. The Pledge of Allegiance was led by Administrator Eisenbarth and recited in unison.

**Roll Call**

Present: Benjamin Cross, Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Terry J. Sabo, Robert Scolnik, Rillastine R. Wilkins

Also Present: Mark Eisenbarth, County Administrator;  
Nancy A. Waters, County Clerk;  
Marcia L. Wilkes, Chief Deputy County Clerk  
Doug Hughes, Corporate Counsel

2015-435 **APPROVAL OF THE AGENDA**

Moved by Commissioner Nash, seconded by Commissioner Cross, to approve the agenda.

Voice vote

**Motion Carried**

2015-436 **APPROVE THE MEETING MINUTES OF OCTOBER 22, 2015**

Moved by Commissioner Engle seconded by Commissioner Nash, to approve the meeting minutes of October 22, 2015.

Voice vote

**Motion Carried**

**PUBLIC COMMENT (on an agenda item)**

There was no public comment on an agenda item.

**COMMUNICATIONS**

There were no communication items to come before the Board.

**COMMITTEE/BOARD REPORTS**

2015-437      **AUTHORIZE THE COUNTY IT DEPARTMENT TO PURCHASE EQUIPMENT FOR PHASE I OF THE ELECTRONIC CONTENT MANAGEMENT SYSTEM NOT TO EXCEED \$38,500.**

CPS15/11-42

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to authorize the County IT Department to purchase equipment for Phase I of the Electronic Content Management System not to exceed \$38,500.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-438      **AWARD THE CONTRACTS TO JOHN JENKINS AND JASON THEILBAR AS SURVEILLANCE OFFICERS FOR THE 60TH DISTRICT COURT SOBRIETY COURT IN THE AMOUNT NOT TO EXCEED \$20,000; AND TO AUTHORIZE THE CHAIRMAN OF THE MUSKEGON COUNTY BOARD OF COMMISSIONERS TO SIGN THE CONTRACTS**

CPS15/11-43

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to award the contracts to John Jenkins and Jason Theilbar as Surveillance Officers for the 60th District Court Sobriety Court in the amount not to exceed \$20,000; and to authorize the Chairman of the Muskegon County Board of Commissioners to sign the contracts.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-439      **APPROVE THAT THE VENDOR AND CONTRACTOR RELATIONSHIPS OUTLINED ON THE SCHEDULE BE APPROVED TO CONTINUE UNDER EXISTING ARRANGEMENTS FOR THE TIME PERIOD FROM OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016**

CPS15/11-44

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to approve that the vendor and contractor relationships outlined on the schedule be approved to continue under existing arrangements for the time period from October 1, 2015 through September 30, 2016.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-440      **IMPLEMENT THE CHANGE FOR THE FUNDING DISTRIBUTION OF POSITON G49009 (LEGAL SECRETARY FT) FROM 100% 1010-0229 (PROSECUTOR'S GENERAL FUND) TO 80% 1010-0229 (PROSECUTOR'S GENERAL FUND) AND 20% 2800-0232 (CRIME VICTIM RIGHTS GRANT) EFFECTIVE OCTOBER 1, 2015 AND AMEND THE BUDGET ACCORDINGLY**

CPS15/11-45

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to implement the change for the funding distribution of Positon G49009 (Legal Secretary FT) from 100% 1010-0229 (Prosecutor's General Fund) to 80% 1010-0229 (Prosecutor's General Fund) and 20% 2800-0232 (Crime Victim Rights Grant) effective October 1, 2015 and amend the budget accordingly.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-441      **APPROVE THE RECOMMENDATION OF CORPORATE COUNSEL TO  
ADOPT THE ORDINANCE TO PROHIBIT RESISTING, OPPOSING OR  
HINDERING A POLICE OFFICER ORDINANCE**

CPS15/11-46

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to approve the recommendation of Corporate Counsel to adopt the Ordinance to Prohibit Resisting, Opposing or Hindering a Police Officer Ordinance.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-442      **APPROVE THE EXTENSION OF THE AGREEMENT BETWEEN THE  
MUSKEGON COUNTY SHERIFF'S OFFICE AND EMERGENCY SERVICES,  
LLC TO PROVIDE FLEET MAINTENANCE AND MANAGEMENT SERVICES  
FOR ONE ADDITIONAL YEAR WITH THE OPTION TO RENEW FOR TWO  
SUBSEQUENT YEARS UPON MUTUAL AGREEMENT**

CPS15/11-47

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to approve the extension of the agreement between the Muskegon County Sheriff's Office and Emergency Services, LLC to provide fleet maintenance and management services for one additional year with the option to renew for two subsequent years upon mutual agreement.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-443      **AUTHORIZE THE SHERIFF'S OFFICE TO FACILITATE THROUGH BORGMAN FORD (MIDEAL APPROVED) THE LEASE OF FIVE (5) CURRENT MODEL YEAR FORD POLICE INTERCEPTOR UTILITY VEHICLES ROAD READY, ALL-WHEEL DRIVE, NON-TURBO WITH ALL EMERGENCY EQUIPMENT, LIGHTING AND LETTERING AND TWO (2) CURRENT MODEL YEAR UNMARKED VEHICLES WITH ALL EMERGENCY EQUIPMENT AND LIGHTING**

CPS15/11-48

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to authorize the Sheriff's Office to facilitate through Borgman Ford (MiDeal approved) the lease of five (5) current model year Ford Police Interceptor Utility Vehicles road ready, all-wheel drive, non-turbo with all emergency equipment, lighting and lettering and two (2) current model year unmarked vehicles with all emergency equipment and lighting.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-444      **AUTHORIZE THE SHERIFF'S OFFICE TO UTILIZE THE SHERIFF'S CONTRACTED VEHICLE MAINTENANCE PROVIDER TO BROKER SELLING AND PURCHASING USED VEHICLES FOR THIS OFFICE PER VEHICLE LIST**

CPS15/11-49

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to authorize the Sheriff's Office to utilize the Sheriff's contracted vehicle maintenance provider to broker selling and purchasing used vehicles for this office per vehicle list.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-445 **APPROVE AND AUTHORIZE THE SHERIFF TO SIGN A ONE YEAR EXTENSION TO THE CONTRACT BETWEEN THE MUSKEGON COUNTY SHERIFF AND CORRECTIONAL HEALTHCARE COMPANIES TO PROVIDE MEDICAL SERVICES IN THE JAIL AT A COST OF \$78,624.19 PER Month**

CPS15/11 - 50

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to approve and authorize the Sheriff to sign a one year extension to the contract between the Muskegon County Sheriff and Correctional Healthcare Companies to provide medical services in the jail at a cost of \$78,624.19 per month.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-446 **IMPLEMENT THE CHANGE FOR THE FUNDING DISTRIBUTION REGARDING POSITION NUMBER S05033 (SHERIFF DEPUTY) BE CHANGED FROM 100% SHERIFF GENERAL FUND (1010-0301) TO 100% SECONDARY ROAD PATROL (1210-0315) AND POSITION NUMBER S05041 (SHERIFF DEPUTY) BE CHANGED FROM 100% SECONDARY ROAD PATROL (1210-0315) TO 100% SHERIFF GENERAL FUND (1010-0355).**

CPS15/11-51

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to implement the change for the funding distribution regarding Position Number S05033 (Sheriff Deputy) be changed from 100% Sheriff General Fund (1010-0301) to 100% Secondary Road Patrol (1210-0315) and Position Number S05041 (Sheriff Deputy) be changed from 100% Secondary Road Patrol (1210-0315) to 100% Sheriff General Fund (1010-0355).

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-447      **APPROVE A PROCLAMATION, TO BE CO-PRESENTED WITH THE CITY OF MUSKEGON, IN RECOGNITION OF THE JAMES R. BARKER AS THE LAST COAL SHIP SCHEDULED TO ENTER THE PORT OF MUSKEGON EN ROUTE TO THE BC COBB GENERATION PLANT**

CPS15/11-52

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to approve a Proclamation, to be co-presented with the City of Muskegon, in Recognition of the James R. Barker as the last coal ship scheduled to enter the Port of Muskegon En Route to the BC Cobb Generation Plant.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-448      **PREPARE RECOGNITION IN MEMORY OF THEODORE WILLIAMS, JUNIOR**

CPS15/11-53

The Courts and Public Safety Committee recommends, moved by Commissioner Mahoney, seconded by Commissioner Wilkins, to prepare Recognition in Memory of Theodore Williams, Junior.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-449      **AUTHORIZE HEALTHWEST TO MAKE THE POSITION CHANGES AS OUTLINED ON THE POSITION CHANGES FOR FY2016 COUNTY BUDGET EFFECTIVE OCTOBER 1, 2015**

HS15/11-30

The Human Services Committee recommends, moved by Commissioner Hughes, seconded by Commissioner Cross, to authorize HealthWest to make the position changes as outlined on the Position Changes for FY2016 County Budget effective October 1, 2015.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-450      **AUTHORIZE THE CHAIRMAN OF THE COUNTY BOARD OF COMMISSIONERS TO SIGN ON BEHALF OF MUSKEGON COUNTY THAT THE APPLICATIONS OF CMHS OF MUSKEGON COUNTY, AKA HEALTHWEST, BETHANY HOUSING MINISTRIES, AKA COMMUNITY ENCOMPASS AND EVERY WOMAN'S PLACE FOR FUNDING UNDER THE CONTINUUM OF CARE PROGRAM COMPETITION, CFDA 14.267 ARE CONSISTENT WITH MUSKEGON COUNTY'S CONSOLIDATED PLAN FOR HOUSING, 2011-2016**

HS15/11-31

The Human Services Committee recommends, moved by Commissioner Hughes, seconded by Commissioner Cross, to authorize the Chairman of the County Board of Commissioners to sign on behalf of Muskegon County that the applications of CMHS of Muskegon County, aka HealthWest, Bethany Housing Ministries, aka Community enCompass and Every Woman's Place for funding under the Continuum of Care Program Competition, CFDA 14.267 are consistent with Muskegon County's Consolidated Plan for Housing, 2011-2016.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-451      **APPROVE PAYMENT OF THE ACCOUNTS PAYABLE OF \$10,067,004.16 COVERING THE PERIOD OF OCTOBER 10, 2015 THROUGH OCTOBER 23, 2015, AS PRESENTED BY THE COUNTY CLERK**

WM15/11-157

The Ways and Means Committee recommends, moved by Commissioner Nash, seconded by Commissioner Mahoney, to approve payment of the accounts payable of \$10,067,004.16 covering the period of October 10, 2015 through October 23, 2015, as presented by the County Clerk.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**



2015-452                    **SUPPORT APPLICATION TO THE EPA URBAN WATERS PROGRAM  
TO SUPPORT DEVELOPMENT OF THE MUSKEGON COUNTY  
TRAILS TOWNS - COMMUNITY GREENING MASTER PLAN**

WM15/11-158

The Ways and Means Committee recommends, moved by Commissioner Nash, seconded by Commissioner Mahoney, to support application to the EPA Urban Waters program to support development of the Muskegon County Trails Towns - Community Greening master plan.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

2015-453                    **APPROVE CONTRACT WITH COMMUNITY FOUNDATION FOR MUSKEGON  
COUNTY AND ACCEPT \$25,000 GRANT TO GO TOWARD THE PURCHASE  
OF A WOOD FLOOR FOR THE LC WALKER ARENA**

WM15/11-159

The Ways and Means Committee recommends, moved by Commissioner Nash, seconded by Commissioner Mahoney, to approve contract with Community Foundation for Muskegon County and accept \$25,000 grant to go toward the purchase of a wood floor for the LC Walker Arena.

Discussion: Commissioner Lohman asked if there had been a determination on the wood floor storage for the LC Walker Arena. Commissioner Scolnik responded that they would be meeting and that he would get back to the Board on that issue.

Roll Call:

Yes: Benjamin E. Cross Marvin Engle, Susie Hughes, Jeff Lohman, Kenneth Mahoney, Charles Nash, Robert Scolnik, Rillastine R. Wilkins, Terry J. Sabo

No: None

**Motion Carried**

**CHAIRMAN'S REPORT/COMMITTEE LIAISON REPORTS**

Chairman Sabo reported that the County Administrator's Annual Performance Evaluation was done by all nine of the County Commissioner's. The scores were then averaged. The scores range from one being the lowest and five being the highest. Chairman Sabo was pleased to announce that Commissioner Eisenbarth received an average of 4, with 4.2 being the lowest score and 4.9 being the highest.

Commissioner Lohman commented on the tight range of the scores.

Commissioner Hughes stated that they picked the right person and certainly these scores after only one year on the job confirm that the right decision was made in selection. (see attached)

Commissioner Lohman asked if the County did 360 reviews. A 360 review is a review where those under the person are asked to review that individual. This type of review is often done in the business industry. Commissioner Sabo said that he would look into these and get more information.

County Administrator Eisenbarth stated that those scores also reflect the scores of his staff and the elected officials.

Chairman Sabo stated that the Toys for Tots Challenge was underway. Administrator Eisenbarth said that there were some challenges set up between floors and that those who lose will be representing Santa.

### **ADMINISTRATOR'S REPORT**

Commissioner Eisenbarth said that they are in the midst of meeting with all departments for feedback on the County health insurance.

Commissioner Nash commended Kristen Wade and Beth Dick for their diligent work.

### **OLD BUSINESS**

There was no old business to come before the Board.

### **NEW BUSINESS**

Commissioner Lohman thanked John Holter, Egelston Township Supervisor and Deb Ackerman, Egelston Township Treasurer for being present at the Board meetings at least monthly.

### **PUBLIC COMMENT**

Tony Moulatsiotis, County Treasurer, expressed his concern over the Board requesting a raise in dog licensing, while at the same time eliminating one Animal Control Officer. He stated that if you want us to succeed we need the man power.

Laura Keisgen stated that there are more than 600 signatures have been collected on a petition to keep Tiffany Peterson as an Animal Control Officer. The petition was presented to the County Clerk.

Bonnie Meyers, a volunteer at Pound Buddies, said that Tiffany Peterson is a leader and that the County needed to find another method of locating the revenue, rather than laying off Ms. Peterson.

Chairman Sabo recognized audience elected officials: John Holter, Supervisor, and Deb Ackerman, Treasurer from Egelston Township; Jan Deur, Trustee from Fruitland Township; Sheriff Dean Roesler and his Undersheriff Dan Stout; Prosecutor D. J. Hilson.

Sheriff Dean Roesler reminded everyone that there will be a ceremony in honor of our veterans will take place at the northend of the Veterans' Memorial Causeway on Wednesday, November 11, 2015. The ceremony will begin at 11:00 a.m. There will be ample parking with the inside lane being blocked off for additional parking space.

2015-454 **MOVED BY COMMISSIONER MAHONEY, SECONDED BY COMMISSIONER HUGHES, TO ADJOURN**

Voice vote

**Motion Carried**

Meeting adjourned at 4:30 p.m.

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Nancy A. Waters, County Clerk

NAW/mlw

Preliminary Minutes  
To be approved at the Full Board Meeting on Tuesday, November 24, 2015

COUNTY ADMINISTRATOR  
ANNUAL PERFORMANCE EVALUATION  
November, 2014 - November, 2015

- (5) Very Effective (4) Effective (3) Neutral (2) Ineffective (1) Very Ineffective  
(0) N/A – Not enough info

LEADERSHIP SKILLS:

- 1) Clearly defines the basic purpose or mission of Muskegon County.

SCORES: 4, 4, 4, 4, 5, 5, 4, 4, 5 =  $39 \div 9 = 4.3$

- 2) Leads a performance management process that ensures accountability at all levels of the County and makes adjustments in goals and strategies as necessary.

SCORES: 3, 4, 4, 4, 5, 5, 4, 4, 5 =  $38 \div 9 = 4.2$

- 3) Regularly demonstrates creativity in identifying new opportunities and in solving issues that the County is facing.

SCORES: 4, 3, 3, 4, 5, 5, 5, 5, 5 =  $39 \div 9 = 4.3$

- 4) Communicates effectively with internal and external stakeholders to build support for the mission, vision, goals and direction of Muskegon County.

SCORES: 4, 4, 5, 4, 4, 5, 5, 4, 5 =  $40 \div 9 = 4.4$

- 5) Fosters collaboration/cooperation across County departments as well as jurisdictional boundaries.

SCORES: 4, 5, 5, 4, 4, 5, 5, 5, 5 =  $42 \div 9 = 4.6$

- 6) Contributes positively to the County's image and reputation.

SCORES: 5, 5, 5, 4, 5, 5, 5, 5, 5 =  $44 \div 9 = 4.9$

- 7) Inspires confidence in the County's Department Director management team and promotes a work environment that enhances quality.

SCORES: 4, 4, 4, 4, 5, 4, 5, 5, 5 =  $40 \div 9 = 4.4$

LEADERSHIP SKILLS SUBTOTAL:  $31.1 \div 7 = 4.4$

MANAGEMENT SKILLS:

- 1) Has established an effective organizational structure, ensuring that there is management focus on key functions necessary for the County to deliver on its mission.

SCORES: 4, 4, 4, 3, 5, 5, 4, 4, 5 =  $38 \div 9 = 4.2$

- 2) Delegates effectively to the Department Director management team and other staff.

SCORES: 4, 4, 4, 4, 4, 5, 4, 4, 5 =  $38 \div 9 = 4.2$

- 3) Clearly articulates priorities and ensures management focus and accountability around addressing priorities.

SCORES: 4, 4, 3, 3, 5, 4, 4, 4, 5 =  $36 \div 9 = 4.0$

- 4) Solicits feedback from the County's stakeholders including employees at all levels as input to the direction and operation of the County.

SCORES: 4, 5, 4, 4, 5, 5, 5, 4, 5, =  $41 \div 9 = 4.5$

- 5) Regularly delivers a consistent message to all stakeholders regarding the vision, mission and priorities of the County.

SCORES: 4, 4, 4, 3, 5, 5, 4, 4, 5 =  $38 \div 9 = 4.3$

- 6) Ensures the work of the County is supported by effective processes for planning, communicating, measuring, governing, delivering quality and providing for a safe work environment.

SCORES: 4, 4, 4, 4, 4, 5, 4, 5, 5 =  $39 \div 9 = 4.3$

- 7) Ensures there are clear policies established for how the County and its employees will function.

4, 4, 4, 4, 5, 5, 4, 4, 5 =  $39 \div 9 = 4.3$

MANAGEMENT SKILLS SUBTOTAL:  $29.8 \div 7 = 4.2$

## WORKING WITH THE BOARD

- 1) Understands the County's requirement for governance practices and supports the Board in its governance duties by providing necessary information and access to people.

SCORES: 4, 5, 4, 3, 5, 5, 5, 5, 5 =  $41 \div 9 = 4.5$

- 2) Has a strong working relationship with the Board Chair.

SCORES: 4, 5, 5, 4, 5, 5, 5, 5, 5 =  $43 \div 9 = 4.8$

- 3) Has a strong working relationship with the Board of Commissioners.

SCORES: 4, 5, 4, 4, 5, 5, 5, 5, 5 =  $42 \div 9 = 4.6$

- 4) Updates the Board regularly on plans, performance, issues and opportunities.

SCORES: 4, 4, 5, 4, 5, 5, 4, 5, 5 =  $41 \div 9 = 4.5$

- 5) Ensures the Board receives information destined for outside stakeholders (i.e. media) before it is communicated to them.

SCORES: 4, 4, 5, 3, 4, 5, 4, 5, 5 =  $39 \div 9 = 4.3$

- 6) Ensures the Board receives information that is requested at the Full Board and Committee meetings in a timely manner.

SCORES: 4, 5, 5, 4, 5, 5, 4, 5, 5 =  $42 \div 9 = 4.6$

- 7) Implements the policies and procedures that are established by the County Board of Commissioners.

SCORES: 4, 4, 5, 4, 4, 5, 4, 5, 5 =  $40 \div 9 = 4.4$

WORKING WITH THE BOARD SUBTOTAL:  $31.7 \div 7 = 4.5$

**FINANCIAL MANAGEMENT:**

- 1) Has a solid, up-to-date understanding of the County's income statement, balance sheet, cash flow and other financial measures relevant to its business and financial situation.

SCORES: 5, 4, 4, 4, 5, 5, 5, 5, =  $37 \div 8 = 4.6$   
(This question not answered on one returned evaluation)

- 2) Has implemented sound policies to guide the Finance staff on their day to day accountability for managing and monitoring the organization's finances.

SCORES: 5, 4, 3, 4, 4, 5, 5, 4, 5 =  $39 \div 9 = 4.3$

- 3) Understands the concept of value creation and makes decisions on where to allocate resources based on maximizing value to the organization.

SCORES: 4, 4, 4, 4, 5, 5, 5, 4, 5 =  $40 \div 9 = 4.4$

- 4) Ensures the organization's financial records are accurate and up to date.

SCORES: 4, 4, 4, 4, 5, 5, 5, 5, 5 =  $41 \div 9 = 4.5$

- 5) Implements financial reporting practices (i.e. quarterly, long-range) to incorporate a "big picture" philosophy among County staff.

SCORES: 4, 4, 4, 5, 5, 5, 4, 5 =  $36 \div 8 = 4.5$   
(This question not answered on one returned evaluation)

- 6) Manages resources well in support of the County's mission.

SCORES: 4, 4, 4, 4, 5, 5, 5, 5, 5, =  $41 \div 9 = 4.5$

**FINANCIAL MANAGEMENT SUBTOTAL:  $26.8 \div 6 = 4.5$**

**OVERALL ANNUAL EVALUATION SCORE:  $17.6 \div 4 = 4.4$**