

SMUD BOARD POLICY

Category: Board-Staff Linkage	Title: EVALUATING THE GM'S PERFORMANCE
Date of Adoption: December 19, 2002	Policy Number: BL-8
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The General Manager's job performance shall be evaluated by comparing the organization's results, operations and the General Manager's personal performance to the policies established by the Board.

Specifically:

- a) The Board shall evaluate the General Manager's performance on an annual basis.
- b) The evaluation will be based on an evaluation of the organization's performance and the General Manager's personal performance against the results established by the Board.
- c) The Board will use data to determine the degree to which Board policies are being met.
- d) Through the annual budget process, the General Manager shall propose performance criteria in December for the following year that represents his or her reasonable interpretation of achieving the results defined by the Board.
- e) All policies that instruct the General Manager shall be monitored at a frequency and by a method chosen by the Board.

Monitoring Method: Board Report
Frequency: Annual