

Exhibit to Agenda Item #5

Discuss proposed revisions to **Board-Staff Linkage BL-6, Evaluating the GM's Performance.**

Board Policy Committee and Special SMUD Board of Directors Meeting
Wednesday, December 2, 2020, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

BL-6, Evaluating the GM's Performance (proposed policy revisions)

The Chief Executive Officer and General Manager's job performance shall be evaluated by comparing the organization's results, operations and ~~the General Manager's~~ his or her personal performance to the policies established by the Board.

Specifically:

- a) The Board shall evaluate the Chief Executive Officer and General Manager's performance on an annual basis in December. In the same month, the Chief Executive Officer and General Manager shall propose performance criteria for the following year that represent his or her reasonable interpretation of achieving the results defined by the Board.
- b) The evaluation will be based on an evaluation of the organization's performance and the Chief Executive Officer and General Manager's personal performance against the ~~desired results established by the Board~~ Chief Executive Officer and General Manager's proposed goals and criteria.

BL-6, Evaluating the GM's Performance (proposed policy revisions *cont.*)

- b)c) Additional performance discussions and check-ins with the Chief Executive Officer and General Manager should occur at mid-year.
- e)d) 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 Chief Executive Officer and General Manager shall be monitored at a frequency and by a method chosen by the Board.