W. II.a.

GILSTRAP Zoanne M

From:

ROCKSTROH Rob A

Sent:

Wednesday, December 10, 2003 3:46 PM

To:

GILSTRAP Zoanne M

Subject:

Bill VanVactor Eval Comments

Bill provides good leadership for quite a diverse group of department heads who run programs with differing, but sometimes complementary missions. We certainly have a wide variety of opinions but he is good at soliciting our input and then coming forth with a recommended course of action in the best interest of the County as a whole.

Bill has been a leader in supporting strategic planning and performance measures, both of which should help the County move forward with more accountability and credibility.

I think that Bill, and all of us, have been challenged with the idea of providing quality services with diminishing resources. And I believe that the process for anticipated cuts for our next fiscal year will be difficult, but that Bill and his budget staff will still turn our the best product with our limited resources. I am very impressed with the skill, dedication, and ability of the County Admin budget staff. They do a lot of work with very few persons.

One of the difficulties to Bill and other management staff in Lane County deals with all of our uncertainty. We have been working on it, but we still don't have clarity on strategic planning/goals for Lane County. Our current planning document (the Strategic Plan) is too broad. And, even when we do have the clarity, it is difficult to plan and budget for the complex combination of County general fund, state funds, federal funds, and grants. So many of our services impact one another that it is difficult to see all the spillover effects and I hope that our goals and budget decisions take all this complexity into account. Bill and his staff are very good in working with these complexities.

GILSTRAP Zoanne M

From:

SORENSON Peter

Sent:

Wednesday, December 10, 2003 3:52 PM

To:

GILSTRAP Zoanne M

Subject:

FW: Bill Van Vactor Evaluation

Zoe,

This is the only evaluation I've seen. I'll forward any I come across.

Joe

----Original Message----

From:

HAYS Alicia A

Sent:

Wednesday, December 10, 2003 1:55 PM

To:

SORENSON Peter

Subject:

RE: Bill Van Vactor Evaluation

Peter I wanted to get back with you about your request for input on Bill's evaluation. I looked at the form and found it hard to complete given my short time as a department director but I did want to give some input about Bill's performance as a manager.

He has been very helpful to me as a new director, always willing to make time for me and to listen. He has provided history as well as vision regarding CCF issues and the collaborations we participate in. In addition, I appreciate his willingness to discuss new ideas and his desire to have all of us working at our best.

Thanks for the opportunity to give feedback.

Alicia Havs Director, Lane County Department of Children and Families (541) 682-7492

----Original Message----

From:

SORENSON Peter

Sent:

Tuesday, November 18, 2003 4:08 PM

To:

DWYER Bill J; GREEN Bobby; HAMPTON Don E; MORRISON Anna M; *LC Department Directors

Cc: Subject: GILSTRAP Zoanne M Bill Van Vactor Evaluation

MEMORANDUM

<< OLE Object: Picture (Metafile) >>

TO:

Board of Commissioners All Department Directors

County Counsel Staff

FROM:

Peter Sorenson, Chair

Board of Commissioners

SUBJECT:

Bill Van Vactor Evaluation

DATE:

November 17, 2003

WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR Performance Evaluation

ability to listen	and share informat	ion, understanding	oughts and ideas in w replies or directions	
brevity, accurac	y, and logic in wri	ting.		
Eventional /	Exceeds	Successful	Needs	I In antiafantam
Exceptional 10[] 9[.]	Expectations 8[] 7[]	6[] 5[]	Improvement 4[] 3[]	Unsatisfactory
ro[] J[ŋ	0[] /[]	0[] 3[]	4[] 3[]	2[] 1[]
During past year has	: Improved[]	Remained Abou	it the Same[9]	Declined[]
Comments/Example	s:			
selection of a de	cision from among		s of decisions; sharing	on-making principles; ag the decision with
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[/]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has	: Improved[]	Remained Abou	t the Same[/	Declined[]
Comments/Example	s:			
influence upon	work standards, sty andards for quanti		vailability and accessork.	pervisors; amount of sibility to staff; setting
Europet and	Exceeds	C	Needs	TT
Exceptional 10[] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has	: Improved[]	Remained Abou	t the Same[]	Declined[]
Comments/Example	s:			
				~~
	•			

resources to get	a job done; schedu	ıling and assigning	tasks to and getting r	results from employees; improve work methods.
coordination of	Exceeds	ose of oulers, dever	Needs	improve work methods.
Exceptional 10[] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has	: Improved[]	Remained Abou	t the Same[]	Declined[]
Comments/Examples	s:			
"obvious;" inver	ntiveness and imag and unusual ideas;	gination in solving	ious about and question oblems or developing couraging others to d	ng new procedures;
Exceptional	Exceeds	Successful	Needs	II 4: - C 4
10[9[]	Expectations 8[] 7[]	6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained Abou	t the Same[]	Declined[]
Comments/Examples	S:			
objectives; comr translating goals	nitment to County and objectives int	goals and objective activities; design		l goals and objectives; mplementing short-and-
During past year has:	Improved[]	Remained Abou	t the Same[/]	Declined[]
Comments/Examples	:			

communications, res	ponsiveness and sen	nality of interactions sitivity to the needs	of others, willingne	ss and ability to
comfont conflict situ	Exceeds	s in giving and receiv	ng reedback, open Needs	expression of feelings.
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[,] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	ne Same[]	Declined[]
Comments/Examples	; :			
	and activities within	ating plans, activitie the budget appropri		measures into budgets; dget procedures and
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[2] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	ne Same[b]	Declined[]
Comments/Examples	:			
setting realistic o	velopment - Consideratives for employement. Exceeds Expectations	ler: Maintaining high yees; providing guid Successful	n performance by in ance and counseling Needs Improvement	itiating growth training; g to employees; keeping Unsatisfactory
10[] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	Ely absenoble			
				

motivation; amo	unt of personal resp t is required; quality on.	ttack problems, chall consibility taken for c y of extra effort and r	completion of work; esults produced; wo	assertiveness and self- commitment to goals ork progress without
The suffered of	Exceeds	0.1	Needs	**
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	ne Same[]	Declined[]
Comments/Examples	J:			
				•
of assistance give	en to outside persor	 Consider: The images and groups; honest munity needs and atti 	y, tact, and courtesy	e County; the amount y extended to citizens;
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[1] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	:			
12 Integrity Cons	idar Adharana ta	a code of morale athi	lan and release con-	-1 6:1 1
of honesty and co	onsistency.	a code of morals, em		ndness of ideas; degree
T (1	Exceeds	G 0.1	Needs	**
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[4] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	:			
				

13. Implementation policy; being conachieve goals.		Consider: Administrard's short and long r		
Exceptional 10[] 9[]	Exceeds Expectations 8[] 7[]	Successful 6[] 5[]	Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About th	e Samé[]	Declined[]
Comments/Examples	:			
14. Maintaining Po manner; availabl bodies; effective Exceptional 10[u] 9[]	sitive Image for Co e and visible to citiz media contact and a Exceeds Expectations 8[] 7[]	zens; effective repres	presentation of Cou entation of County of Needs Improvement 4[] 3[]	nty in a positive on intergovernmental Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
15. Board of Comm decision-making	issioner Decision-I	Making - Consider: I		
offer clear, conci	se recommendation. Exceeds	s; familiarity with sta	off reports. Needs	issues, starr reports
Exceptional 10[] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About the	e Same[]	Declined[]
Comments/Examples				
		· · · · · · · · · · · · · · · · · · ·		

	nentation Plan, inclu		rsity, customer serv	rice, and related county
Exceptional 10[] 9[]	Exceeds Expectations 8[] 7[]	Successful 6[] 5[]	Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	•			
17. Other Commen	ts:			
17. Overall Rating Exceptional 10[] 9[]	Exceeds Expectations 8[] 7[]	Successful 6[] 5[]	Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About the	e Same[]	Declined[]
Rated by:				
Date:				

General Comments on Bill's Overall Performance: All Anthropy of grow as a black. He executive (or a challerging lavorance)	10
You feel Bill should be doing more of the following: Mine la explana quality automer service la Mine harty attams	/ -
You feel Bill should keep on doing the following: Sintenue strong budardy for a very diverse "Congression:"	
Chuck Forster	

WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR Performance Evaluation -2003

1. Communications - Consider: Clear expression of thoughts and ideas in written and oral form; ability to listen and share information, understanding replies or directions from others; clarity, brevity, accuracy, and logic in writing.					
	Exceeds		Needs		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]	
Comments/Examples: Mr. Van Vactor is a clear, logical and thoughtful writer.					
selection of a de		nsider: Application of the options; effects of ugh with decisions.			
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]	
-	Comments/Examples: Mr. Van Vactor's decisions are consistently sound, well-reasoned, logical and take into account relevant facts and implications.				
3. Leadership - Consider: The amount and type of influence upon staff or supervisors; amount of influence upon work standards, styles and priorities; availability and accessibility to staff; setting and enforcing standards for quantity and quality of work. Exceeds Needs					
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[]	8[x] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About the		Declined[]	
Comments/Examples: Mr. Van Vactor's leadership is one of collaberation. He makes all around him stronger leaders by eliciting and encouraging their participation and involvement, setting a sound example for those who work with him.					

		-	-	results from employees;
coordination of		ose of others; devel	= =	improve work methods.
Exceptional	Exceeds Expectations	Successful	Needs Improvement	Unsatisfactory
10[] 9[]	8[x 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	: Improved[]	Remained Abou	t the Same[x]	Declined[]
Comments/Examples organization as Lane benefit of the Board	County. Mr. Van	Vactor does a stell		as large and diverse an ach guidance, for the
inventiveness an and unusual idea	id imagination in s	olving problems or encouraging others		oning even the "obvious; cedures; generating new as; resourcefulness.
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained Abou	t the Same[x]	Declined[]
Comments/Examples	s:			
objectives; community translating goals long-range plans	mitment to County and objectives int s; scheduling work Exceeds	goals and objective o activities; designi		l goals and objectives; mplementing short-and-
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained Abou	t the Same[x]	Declined[]
Comments/Examples County there in light				at it will take to get the

communications, resp	ponsiveness and sen	_	of others, willingnes	ss and ability to
confront conflict situ	ations, effectiveness Exceeds	s in giving and receiv	ing feedback, open Needs	expression of feelings.
Exceptional 10[] 9[]	Expectations 8[x] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]
Comments/Examples):			
	and activities within	ating plans, activities		measures into budgets; lget procedures and
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]
Comments/Examples	:		V. 3	
setting realistic o				tiating growth training; to employees; keeping
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About the	e Same[x]	Declined[]
Comments/Examples events as "Performand knowledge.				
				· · · · · · · · · · · · · · · · · · ·

when extra effor	t is required; quality	onsibility taken for c		commitment to goals ork progress without
complete direction	on. Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th		Declined[]
Comments/Examples	:			
11 Public Courters		C 11 mi		<u> </u>
	en to outside person	_	y, tact, and courtesy	e County; the amount extended to citizens;
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]
Comments/Examples	:			
12. Integrity - Consi	onsistency.	code of morals, ethi		idness of ideas; degree
Exceptional	Exceeds Expectations	Successful	Needs Improvement	T Importing Contact
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About the		Declined[]
Comments/Examples:	Absolute!			

10. Initiative - Consider: Willingness attack problems, challenge the status quo; assertiveness and self-

policy; being coi achieve goals.	nsistent with the B	oard's short and long	g range goals; initiat	ion of planning to
3	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About	the Same[x]	Declined[]
Comments/Examples of ensuring that staff			_	e center of the Board and neir implementation.
	e and visible to cit media contact and	tizens; effective repr	esentation of Count	ounty in a positive y on intergovernmental
D	Exceeds	2 21	Needs	
Exceptional 10[] 9[x]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About	the Same[x]	Declined[]
Comments/Examples	·			
	; staff reports offer		with implications o	scussion, not n issues; staff reports
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[x] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About	the Same[x]	Declined[]
Comments/Examples	:			

13. Implementation of Board Policy - Consider: Administration of County consistent with Board

16. **Diversity Factor** - Consider: Steps taken to support and enhance diversity; compliance with the Diversity Implementation Plan, including workforce diversity, customer service, and related county policies. (See Appendix 4-20 in the Diversity Implementation Plan for diversity performance indicators).

Exceeds
Exceptional Expectations Successful

Exceptional Expectations Successful Improvement Unsatisfactory 10[] 9[x] 8[] 7[] 6[] 5[] 4[] 3[] 2[] 1[]

Needs

During past year has: Improved[] Remained About the Same[x] Declined[]

Comments/Examples:

17. Other Comments:

18. Overall Rating

Exceeds Needs

Exceptional Expectations Successful Improvement Unsatisfactory 10[] 9[x] 8[] 7[] 6[] 5[] 4[] 3[] 2[] 1[]

During past year has: Improved[] Remained About the Same[x] Declined[]

Rated by: Teresa J. Wilson Jerus Aulh -

Date: December 10, 2003



WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR

Performance Evaluation

ability to listen a	ns - Consider: Clear and share informatio y, and logic in writin Exceeds	n, unde					
Exceptional	Expectations	Succe	ssful	Improve	ment	Unsati	sfactory
10[x] 9[]	8[] 7[]	6[]	5[]	4[ĵ		2[]	1[]
During past year has:	Improved[]	Rema	ined About th	e Same[:	k]		Declined[]
Comments/Examples: Always articulate, knowledgeable							
selection of a dec	cision Making - Concision from among triate; following thro Exceeds	he opti	ons; effects of	_		-	
Exceptional	Expectations	Succe	ssful	Improve	ment	Unsati	sfactory
10[] 9[x]	8[] 7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Improved[]	Rema	ined About th	e Same[x]		Declined[]
Comments/Examples	: Effective, experier	nced, al	ole administra	tor. Wide	-depth of l	knowled	lge.
influence upon v	onsider: The amount work standards, style andards for quantity Exceeds Expectations [] 7[]	s and p	riorities; avai ality of work.	•	nd accessib	oility to	
During past year has:			ined About th				Declined[]
Comments/Examples Allows staff to do the						solid m	odel a leader.

resources to get	a job done; schedu	ling and assigning t	asks to and getting r	esults from employees;
coordination of		se of others; develo	-	improve work methods.
Transactional	Exceeds	C	Needs	T.T + ! - C +
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[x]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	: Improved[]	Remained About	the Same[]	Declined[]
Comments/Examples to discussion and cha		ve models to gain co	onsensus rather than	giving directives. Is open
inventiveness ar	nd imagination in so	olving problems or	•	oning even the "obvious;" edures; generating new s; resourcefulness.
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has	: Improved[]	Remained About	the Same[x]	Declined[]
Comments/Examples change.	s: Open to new way	s to doing business	in an environment t	hat is not as conducive to
objectives; communitranslating goals long-range plans	mitment to County and objectives into s; scheduling workl Exceeds	goals and objective o activities; designing oad within the plan	ng, scheduling, and i ; anticipating deviati Needs	l goals and objectives; mplementing short-and- ons from the plan.
Exceptional 10[x] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained About	the Same[]	Declined[]
Comments/Examples more control over ou	_	elerated process to h	elp provide departm	ents/commissioners with

7. Interpersonal Skills - Consider: Quality of interactions including clarity and timeliness of communications, responsiveness and sensitivity to the needs of others, willingness and ability to							
confront conflict situa	ations, effectiveness Exceeds	in giving and receive	ing feedback, open on Needs	expression of feelings.			
Exceptional	Expectations	Successful	Improvement	Unsatisfactory			
10[] 9[]	8[x] 7[]	6[] 5[]	4[] 3[]	2[] 1[]			
During past year has:	Improved[]	Remained About the	e Same[x]	Declined[]			
Comments/Examples	: Works well in high	nly political environn	nent. Maintains resp	pect of diverse groups.			
0 0	and activities within	ating plans, activities the budget appropria	· •	measures into budgets;			
mooning budget c	Exceeds		Needs				
Exceptional	Expectations	Successful	Improvement	Unsatisfactory			
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]			
During past year has:	Improved[x]	Remained About the	e Same[]	Declined[]			
Comments/Examples positive manner.	: Budget difficulty h	as increased because	of deficit. Has rise	n to occasion in			
setting realistic o				tiating growth training; to employees; keeping			
Exceptional	Expectations	Successful	Improvement	Unsatisfactory			
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]			
During past year has:	Improved[x]	Remained About the	e Same[]	Declined[]			
Comments/Examples	: Encourages positiv	e professional develo	opment in self and o	others.			

10. Initiative - Consider: Willingness attack problems, challenge the status quo; assertiveness and self-motivation; amount of personal responsibility taken for completion of work; commitment to goals when extra effort is required; quality of extra effort and results produced; work progress without complete direction.								
	Excee				Needs			
Exceptional 10[] 9[x]	Expec 8[]	tations 7[]	Succe 6[]		Improve	ment 3[]	Unsati 2[]	sfactory []
			- L J	- ()	- ()	- []	,	-,,
During past year has:	Impro	ved[]	Rema	ined About th	ne Same[x	:]		Declined[]
Comments/Examples	:							
11. Public Contact of assistance give awareness of and	en to ou	itside persor vity to comi	ns and g	roups; hones	ty, tact, an			
Exceptional	Expec	tations	Succe		Improve	ment	Unsati	sfactory
10[x] 9[]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Impro	ved[]	Remai	ined About th	ne Same[]		Declin	ed[]
Comments/Examples basis.	: BVV	has high deg	gree of h	onesty and in	ntegrity an	d demons	trates th	at on regular
12. Integrity - Cons of honesty and co		ıcy.	a code c	of morals, eth	ics, and va	alues; sou	ndness o	of ideas; degree
Exceptional	Expec		Succes	ssful	Improve	ment	Unsati	sfactory
10[x] 9[]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Impro	ved[]	Remai	ned About th	e Same[]		Declin	ed[]
Comments/Examples	:							

policy; being consistent with the Board's short and long range goals; initiation of planning to achieve goals.								
aomeve goals.	Exceeds	,			Needs			
Exceptional	Expecta	tions	Succes	sful	Improve	ment	Unsatis	sfactory
10[x] 9[]	8[] 7	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Improve	ed[]	Remaii	ned About th	e Same[]		Decline	ed[]
Comments/Examples	: Tracks S	Strategic Pla	an and	Board initiati	ves			
14. Maintaining Po manner; availabl bodies; effective	e and visi media co Exceeds	ble to citize entact and re	ens; effe elations	ective represe	entation o	of County o	n interg	overnmental
Exceptional	Expectat		Succes		Improve			sfactory
10[x] 9[]	8[] 7	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Improve	:d[]	Remaii	ned About the	e Same[]		Decline	ed[]
professionalism, oper	mess and	information	n provis	sion elicits tr	ust by me	dia.		
15. Board of Comm decision-making offer clear, conci	; staff rep	orts offer pomendations	olicy al	ternatives, w	ith implic	ations on i	-	
Exceptional	Expectat		Succes	sful	Improve	ment	Unsatis	factory
10[x] 9[]	-		6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Improve	:d[]	Remair	ned About the	e Same[]		Decline	ed[]
Comments/Examples	:							
			:	_, ;				

13. Implementation of Board Policy - Consider: Administration of County consistent with Board

Diversity Imp	plementation Plan, in	cluding workforce of	-	r; compliance with the rvice, and related county ersity performance
	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]

Comments/Examples:

During past year has: Improved[]

17. Other Comments: In a difficult budget time, in a highly political environment, BVV maintains openness, candor and good sense of judgment. He is ethical, knowledgeable, and serves the BCC and Lane County well. He operates well under stress and respects employees.

Remained About the Same[]

Declined[]

17. Overall Rating

	Exceeds				Needs			
Exceptional	Expecta	ations	Succe	ssful	Improve	ment	Unsati	sfactory
10[x] 9[]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]

During past year has: Improved[x] Remained About the Same[] Declined[]

Rated by: Melinda Kletzok, PIO

Date: 12/10/03

WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR Performance Evaluation, November 2002-2003

ability to listen a	nd share information	expression of thought, understanding repl		•
brevity, accuracy	, and logic in writin Exceeds	ıg.	Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[X]	7[] 6[]	5[] 4[]	3[] 2[]	1[]
During past year has:	Improved [X]	Remained About th	e Same []	Declined []
Comments/Examples always done an excell very articulate before	lent job communica	ting with staff one-to	-	
principles; select	ion of a decision fro	nsider: Application o om among the option following through wi	s; effects of decision	_
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved []	Remained About th	e Same [X]	Declined []
Comments/Examples He asks for recommen				
influence upon w setting and enfor	ork standards, style	and type of influences and priorities; availuantity and quality of Successful	lability and accessib	oility to staff;
_	8[X] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:		Remained About th		Declined []
Comments/Examples move forward and tak Board to have a goal s financially uncertain t	te advantage of opposetting session to he	ortunities. He has be	en very consistent i	n encouraging the

and resources to	get a job done; sc	heduling and assign	Organization and co- ning tasks to and getti others; development o	ing results from
	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[X]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved []	Remained Abou	it the Same [X]	Declined []
Comments/Examples	:			
"obvious;" inven generating new a resourcefulness. Exceptional	tiveness and imag and unusual ideas; Exceeds Expectations	ination in solving p stimulating and en Successful	ious about and question oblems or developing couraging others to developing others to developing the Needs Improvement	ng new procedures; evelop new ideas; Unsatisfactory
10[] 9X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved []	Remained Abou	at the Same[X]	Declined[]
_	ob of encouraging rove the services I	ane County provid e - Consider: Deve		nent of relevant
objectives; transl	ating goals and ol ort-and-long-rang he plan.	ojectives into activi	ties; designing, sched workload within the	luling, and
	Exceeds		Needs	
Exceptional 10[] 9[]	Expectations 8[X] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved [X]	Remained Abou	t the Same []	Declined []
Comments/Examples Bill is very forward lo County's goals once t plan and has stated hi	ooking. He is very he Board has artic	ulated them. He is	a champion of the lo	ng-range strategic

7. Interpersonal SI communications, resp confront conflict situatellings.	onsiveness and sen	=	of others, willingnes	s and ability to
.	Exceeds	a	Needs	
Exceptional 10[] 9[]	Expectations 8[X] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
10[] 7[]		o[] o[]	יון יין	2[] 1[]
During past year has:	Improved []	Remained About th	e Same [X]	Declined []
Comments/Examples: Bill is very responsive confront situations. H	to the needs of oth			_
budgets; executing		ating plans, activities es within the budget lines.		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[X] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved []	Remained About th	e Same [X]	Declined []
Comments/Examples: Bill continues to exce				
training; setting r	-	ler: Maintaining high for employees; providence nowledge current.	ling guidance and co	ounseling to
10[] 9[X]	8[] 7[]	6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
	ν _[] ,[]	V[] V[]	ינן ינן	2[] 1[]
During past year has:	Improved[]	Remained About the	e Same[X]	Declined[]
Comments/Examples: Bill remains consistenthat improve both tech Counts Conference as managers and supervise	t in his desire and s nnical and interperso a way to provide u	onal skills. He is ver	y supportive of the	Performance

		onal responsibility tak uired; quality of extra		
progress withou	it complete direc	tion.	-	
Exceptional 10[] 9[X]	Exceeds Expectations 8[] 7[]	Successful 6[] 5[]	Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has	s: Improved[]	Remained Abou	t the Same[X]	Declined[]
Comments/Example Bill is excellent in the				
amount of assis	tance given to ou	ills - Consider: The ir itside persons and gro isitivity to community	ups; honesty, tact, an	• •
Exceptional 10[] 9[X]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has	s: Improved[]	Remained Abou	t the Same[X]	Declined[]
	have the county	's best interests at hea		
	sider: Adherence sty and consistence Exceeds	to a code of morals, ey.	ethics, and values; so	undness of ideas;
Exceptional 10[X] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has	s: Improved[]	Remained Abou	t the Same[X]	Declined[]
Comments/Example Bill consistently mai		t standards in this are	a.	

10. Initiative - Consider: Willingness attack problems, challenge the status quo; assertiveness and

13. Implementation policy; being co achieve goals.		_							
	Excee	eds			Needs				
Exceptional	Expec	tations	Succe	ssful	Improv	ement	Unsatisfactory		
10[X] 9[]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]	
During past year has: Improved[] Remained About the Same[]						X]	Declir	ned[]	
Comments/Examples Bill is very committee		rying out Bo	oard pol	icy.		, .			
14. Maintaining Pomanner; availab intergovernment	le and val bodie Excee	isible to citi es; effective	zens; ef	fective representation for the contact and re	entation	of County	on	positive	
10[] 9[X]	8[]		6[]		4[]		2[]	1[]	
During past year has	Impro	ved[]	Rema	ined About th	ne Same[X]	Declir	ned[]	
Comments/Examples									
15. Board of Communication decision-making reports offer clean	;; staff r ar, conc Excee	eports offer ise recomme ds	policy a endation	alternatives, v ns; familiarity	vith impl with sta Needs	ications on ff reports.	issues;	staff	
Exceptional	_	tations	Succe		Improv			sfactory	
10[] 9[X]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]	
During past year has:	Impro	ved[]	Rema	ined About th	ie Same	[X]	Declin	ied []	
Comments/Examples Bill is consistently w make the best decision	ell infor		ies to m	ake sure the I	Board is a	also well in	formed	so they can	

16. **Diversity Factor** - Consider: Steps taken to support and enhance diversity; compliance with the Diversity Implementation Plan, including workforce diversity, customer service, and related county policies. (See Appendix 4-20 in the Diversity Implementation Plan for diversity performance indicators).

	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[X] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved []	Remained About th	ne Same [X]	Declined []

Comments/Examples:

Bill values organizational diversity and embraces it. He makes it part of all managerial evaluations he does on department directors and County Admin. staff to further emphasize it throughout the organization.

17. Other Comments:

Bill remains consistent and steadfast in his dedication to this organization, the Board and the employees. He really cares and that makes all the difference.

18. Overall Rating

	Exceeds			Needs				
Exceptional	Expect	tations	Succe	essful	Improv	vement	Unsat	isfactory
10[] 9[X]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Improv	ved[]	Rema	ined Abou	t the Samel	Γ Χ 1	Decli	ned[]

Rated by: David Garnick, Sr. Management Analyst

Date: Dec. 11, 2003

WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR

Performance Evaluation

ał	1. Communications - Consider: Clear expression of thoughts and ideas in written and oral form; ability to listen and share information, understanding replies or directions from others; clarity, brevity, accuracy, and logic in writing.								
		Exceed	_	6 -		Needs			
Excep	tional	Expect	tations	Succes	ssful	Improve	ment	Unsatis	sfactory
10[/	9[]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During	g past year has:	Improv	ved[]	Remai	ned About the	e Same[-]		Decline	ed[]
Comm	Comments/Examples: My observations of Bills communications have always left me impressed at his ability to nemain bulanced and focused on the assume the listens well and is always appropriate in exchanging in largery.								
se	2. Managerial Decision Making - Consider: Application of logic and decision-making principles; selection of a decision from among the options; effects of decisions; sharing the decision with others as appropriate; following through with decisions. Exceeds Needs								
Excep	tional	Expect	tations	Succes	ssful	Improve	ment	Unsatis	sfactory
10[]		8[]		6[]	5[]	4[]	3[]	2[]	1[]
During	g past year has:	Improv	ved[]	Remai	ned About th	e Same[ℯʃ	,	Decline	ed[]
Comm	nents/Examples	i iku and the by u	y good a l'antice, specific sorxing	t se pati oppo with	eing Deci eg Iffect solvinity rum en	rs bigg to g d to no PSCC	gen pico ecusion tice thi tusks	tures 20 : Il Dese s	se Pad Lillo
3. Leadership - Consider: The amount and type of influence upon staff or supervisors; amount of influence upon work standards, styles and priorities; availability and accessibility to staff; setting and enforcing standards for quantity and quality of work. Exceeds Needs									
Excep	tional	Expect	tations	Succes	ssful	Improve	ment	Unsatis	sfactory
10[/]	9[]	8[]	7[]	6[]	5[]	4[]	3[]	[2]	1[]
During	g past year has:	Improv	ved[]	Remai	ned About the	e Same[/]	•	Decline	ed[]
Comments/Examples: Even though Bill man tains a very demarking perhecular perhecular perhecular presents the time to accommadate of the competing needs of stuff and Lane County managers of directors of commissioners.									

resources to ge	t a job done; schedu	lling and assigning	tasks to and getting r	ordination of people and results from employees; improve work methods.
Exceptional	Expectations	Successful	Improvement	· ·
10[/] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year ha	s: Improved[]	Remained Abou	t the Same[/	Declined[]
Comments/Example	es: Same as (2)			
inventiveness a	and imagination in s	olving problems or	-	oning even the "obvious;" cedures; generating new as; resourcefulness.
Exceptional	Expectations	Successful	Improvement	<u>-</u>
10[] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year ha	s: Improved[]	Remained Abou	t the Same[]	Declined[]
Comments/Example	es: Alwayo ose provoke tr	mo Lo saise sought genera	good question to ideas.	e that
objectives; con translating goa	nmitment to County ls and objectives int	goals and objective o activities; designi		al goals and objectives; implementing short-and-
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year ha	s: Improved[]	Remained Abou	the Same[}	Declined[]
Comments/Example	es: Olio involve Committu	ment in DAG.	tre strateg etc speak	iè planning of stoelf.

7. Interpersonal S communications, resp confront conflict situations	ponsiveness and sen	sitivity to the needs	of others, willingnes	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[]		4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	ne Same[-/	Declined[]
Comments/Examples	: Oill alwaip/il gwe and rec sensitive, i	ushis door oper eive fedback and professi	n and is alway L. in a respo Sonal mann	so willing to raive, er.
	and activities within	ating plans, activities the budget appropri	•	measures into budgets; lget procedures and
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[/ 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:		Remained About th		Declined[]
Comments/Examples	: Has demen en many le	strated the	æ skills cer.	rsites He
setting realistic o				tiating growth training; to employees; keeping
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[/	Declined[]
Comments/Examples	: BU has ex education of staff who developmen	and I to f want to f	pport in my now he is A urther their	corrtinued supportive i professional

10. Initiative - Consider: Willingness attack problems, challenge the status quo; assertiveness and self motivation; amount of personal responsibility taken for completion of work; commitment to goals when extra effort is required; quality of extra effort and results produced; work progress without complete direction.					
	Exceeds		Needs		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[/]	Declined[]	
Comments/Examples	: I Plut Sat Bill to be t inaccurate on the quali	t in en a fur he first tre I instrination. ty and comm	neetings to a to speak up Inio directi nitment to	vitness er challengs y reflects his work.	
of assistance give	en to outside person	_	y, tact, and courtesy	e County; the amount extended to citizens;	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[1 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[4]	Declined[]	
Comments/Examples	: Writed Way,	Dac, etc.			
12. Integrity - Consi		code of morals, ethi	cs, and values; sour	ndness of ideas; degree	
	Exceeds		Needs		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[4] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[子	Declined[]	
Comments/Examples	: Ettumely ux	ll versed in p	policy proced	lurso.	

13. Implementation of Board Policy - Consider: Administration of County consistent with Board policy; being consistent with the Board's short and long range goals; initiation of planning to						
achieve goals.						
	Exceeds		Needs			
Exceptional	Expectations	Successful	Improvement	Unsatisfactory		
10[4] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]		
During past year has:	Improved[]	Remained About t	he Same[]	Declined[]		
Comments/Examples	::					
	_	zens; effective repre	•	ounty in a positive on intergovernmental		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory		
10[才 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]		
During past year has:	Improved[]	Remained About t	he Same[/	Declined[]		
Comments/Examples	: Timow K Officer, Teli are being d	sil meets seg nda Xletzok, ose effective	ularly with to ensure t ly.	our Information here things		
offer clear, conci	; staff reports offer ise recommendation Exceeds	policy alternatives, as; familiarity with s	with implications of	scussion, not n issues; staff reports		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory		
10[] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]		
During past year has:	Improved[]	Remained About t	he Same[1	Declined[]		
Comments/Examples	conserved, accurate the willing	icipation in a have corran information ness to ma githem to en	red clear a n, de hao c earch items	ind also demo rotrate Descri		

16.	Diversity Factor - Consider: Steps taken to support and enhance diversity; compliance with the
	Diversity Implementation Plan, including workforce diversity, customer service, and related county
	policies. (See Appendix 4-20 in the Diversity Implementation Plan for diversity performance
	indicators).

Exceptional	Excee Expec	ds tations	Succe	essful	Needs Improv	vement	Unsat	tisfactory
Exceptional 10[/] 9[]	8[]	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Impro	ved[]	Rema	ined Abou	it the Same	H	Decli	ned[]
Comments/Examples	: Ole Dupi	' hao be	rena u	xlliong a Vierset	and act	live pa Conn	Hicipa	ant in it Cane Court

17. Other Comments:

17. Overall Rating

Exceeds Needs

Exceptional 10[] 9[] Expectations Successful Improvement Unsatisfactory 8[] 7[] 5[] 4[] 3[] 2[] 1[] 6[]

During past year has: Improved[] Remained About the Same[] Declined[]

Rated by: Tilinda Dolarn

Date: 11-25-03

C 1	C	D:111-	O11	Performance:
(TPDPF91	1 amments	An RILI'S	Uveran	Pettormance:
			O TOIGHT	I CIICIIIIUIICC

a well respected presence for Lane County.

You feel Bill should be doing more of the following:

vacationing.

You feel Bill should keep on doing the following:

WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR Performance Evaluation

ability to listen a		expression of though n, understanding repl g.		· · · · · · · · · · · · · · · · · · ·
Exceptional		Successful		T.T. a a stire for a town.
Exceptional	Expectations		Improvement	Unsatisfactory
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	:			
selection of a dec	-	nsider: Application of the options; effects of the ugh with decisions.	_	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
	0[] /[]	0[] 2[]	יון יין	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	:			
influence upon w	ork standards, style	and type of influenc s and priorities; avai and quality of work.	•	-
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:		Remained About th		Declined[]
Comments/Examples	:			
				

resources to get	a job done; schedu	ling and assigning	tasks to and getting re	ordination of people and esults from employees; improve work methods.
Exceptional 10[] 9[]	Expectations 8[X] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:		Remained Abou		Declined[]
Comments/Examples	s :			
inventiveness an	d imagination in s	olving problems or	_	oning even the "obvious; bedures; generating new s; resourcefulness. Unsatisfactory 2[] 1[]
During past year has:	Improved[]	Remained Abou		Declined[]
Comments/Examples	::			
objectives; comr translating goals	nitment to County and objectives into	goals and objective o activities; designi		l goals and objectives; mplementing short-and-
Exceptional 10[] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:		Remained Abou		Declined[]
Comments/Examples	3 :			

communications, resp	ponsiveness and sen		of others, willingnes	
	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[X]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	::			
	and activities within	ating plans, activities the budget appropri		measures into budgets; lget procedures and
mocting dauget t	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	:			
setting realistic o	_		•	itiating growth training; to employees; keeping
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[] 9[]	8[] 7[X]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Comments/Examples	i:			

10. Initiative - Consider: Willingness attack problems, challenge the status quo; assertiveness and self-motivation; amount of personal responsibility taken for completion of work; commitment to goals when extra effort is required; quality of extra effort and results produced; work progress without complete direction.					
	Exceeds		Needs		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[]	8[] 7[X]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]	
Comments/Examples	:				
of assistance give	en to outside person	_	y, tact, and courtesy tudes. Needs	e County; the amount extended to citizens;	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[]	8[] 7[X]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]	
Comments/Examples	:				
12. Integrity - Consor of honesty and co		a code of morals, ethi	cs, and values; sour	ndness of ideas; degree	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About the	e Same[]	Declined[]	
Comments/Examples	:				

13. Implementation of Board Policy - Consider: Administration of County consistent with Board policy; being consistent with the Board's short and long range goals; initiation of planning to achieve goals.						
C	Exceeds		Needs			
Exceptional	Expectations	Successful	Improvement	Unsatisfactory		
10[] 9[]	8[] 7[]	6[X] 5[]	4[] 3[]	2[] 1[]		
, v[] >[]	o[] ,[]	0[11] 0[]	,[] ,[]	2() 1()		
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]		
Comments/Examples	;					
-	_	ens; effective repres	-	nty in a positive on intergovernmental Unsatisfactory		
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]		
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]		
Comments/Examples	:					
decision-making	15. Board of Commissioner Decision-Making - Consider: Participation in discussion, not decision-making; staff reports offer policy alternatives, with implications on issues; staff reports offer clear, concise recommendations; familiarity with staff reports. Exceeds Needs					
Exceptional	Expectations	Successful	Improvement	Unsatisfactory		
10[] 9[]	8[X] 7[]	6[] 5[]	4[] 3[]	2[] 1[]		
During past year has:		Remained About th		Declined[]		
Comments/Examples	:					

policies. (See Apindicators).	ppendix 4-20 in the	Diversity Implement	tation Plan for diver	sity performance
Exceptional 10[] 9[]	Exceeds Expectations 8[] 7[X]	Successful 6[] 5[]	Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:		Remained About th		Declined[]
Comments/Examples	:			
17. Other Commen	ts:			
17. Overall Rating Exceptional	Exceeds Expectations	Successful	Needs Improvement	Unsatisfactory
10[] 9[]	8[X] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[]	Declined[]
Rated by:				
Date:				

16. **Diversity Factor** - Consider: Steps taken to support and enhance diversity; compliance with the Diversity Implementation Plan, including workforce diversity, customer service, and related county

WILLIAM VAN VACTOR, COUNTY ADMINISTRATOR

Performance Evaluation

ability to listen a	nd share information	expression of thought, understanding rep		
brevity, accuracy	, and logic in writin Exceeds	g.	Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[X] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[X]	Declined[]
Comments/Examples Bill is always striving everyone and always	to enhance his com			
selection of a dec		nsider: Application on the options; effects of the ugh with decisions.		
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]
Comments/Examples Bill thinks things thro angle.		and looks at the outco	ome of decisions from	m every possible
influence upon wand enforcing sta	ork standards, style	and type of influenc s and priorities; avail and quality of work.		
Exceptional	Expectations	Successful		Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	-	2[] 1[]
During past year has:	Improved[]	Remained About the	e Same[X]	Declined[]
Comments/Examples: and sets a high standa		· ·	directors and staff.	He leads by example

4. Organizing, Coordinating, Supervising - Consider: Organization and coordination of people and resources to get a job done; scheduling and assigning tasks to and getting results from employees; coordination of own plans with those of others; development of systems to improve work methods. Exceeds Needs					
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[X]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved []	Remained About th	e Same[X]	Declined[]	
Comments/Examples	: Bill continues to g	grow in this area.			
inventiveness an	d imagination in sol	-	veloping new proced	ing even the "obvious;" lures; generating new resourcefulness.	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[x]	Remained About th	e Same[]	Declined[]	
Comments/Examples Bill continues to be crapproaches to probler	reative in his approa		g. He is always lool	king at different	
objectives; comn translating goals	nitment to County go and objectives into	Consider: Developroals and objectives, a activities; designing, ad within the plan; and	as well as personal g scheduling, and im	goals and objectives; plementing short-and-	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory	
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]	
During past year has:	Improved[]	Remained About the	e Same[x]	Declined[]	
Comments/Examples Bill works with direct planning. He is very forward.	tors and the BCC to	· ·	_	_	

7. Interpersonal S communications, resp		ality of interactions		
	ations, effectiveness		ing feedback, open	expression of feelings.
Exceptional	Exceeds Expectations	Successful	Needs Improvement	Unsatisfactory
10[] 9[x]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:		Remained About th		Declined[]
Comments/Examples Good interpersonal sl thoughts of others. B sure he is communicate	kills; always approadill continues to mak	e every effort to be a		nd appreciates the I to take time to make
	and activities within leadlines.	ating plans, activities the budget appropri	ation; following bud	measures into budgets; Iget procedures and
Exceptional	Exceeds Expectations	Successful	Needs Improvement	Unsatisfactory
10[X] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	ne Same[X]	Declined[]
Comments/Examples always what is best for	_	edgeable on all aspe	cts of the County bu	ndget. His priority is
setting realistic o	velopment - Conside bjectives for employ nowledge current.	ler: Maintaining high yees; providing guid	n performance by initiation ance and counseling	itiating growth training; to employees; keeping
7	Exceeds		Needs	
Exceptional 10[X] 9[]	Expectations 8[] 7[]	Successful 6[] 5[]	Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
During past year has:	Improved[x]	Remained About th	e Same[]	Declined[]
Comments/Examples Committed to profess attend trainings.		not only for himself l	but also encourages	directors and staff to

motivation; amo	unt of personal responsition is required; quality on.	*	ompletion of work; esults produced; wo	assertiveness and self- commitment to goals rk progress without
	Exceeds	~	Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[x]	Remained About th	e Same[]	Declined[]
Comments/Examples	:			
Bill tries to see past the	he obvious.			
of assistance give awareness of and	en to outside person I sensitivity to comn Exceeds	s and groups; honest nunity needs and atti	y, tact, and courtesy tudes. Needs	e County; the amount extended to citizens;
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[X] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[X]	Declined[]
Comments/Examples	: Bill's commitmen	t to Lane County is t	first and foremost.	
12. Integrity - Cons of honesty and co	onsistency.	code of morals, ethi		ndness of ideas; degree
Evertional	Exceeds	C	Needs	Y T
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year has:	Improved[]	Remained About th	e Same[x]	Declined[]
Comments/Examples Has highest degree of		and ethical.		

	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]
During past year ha	as: Improved[]	Remained Abor	ut the Same[x]	Declined[]
	oard decisions and	works hard to imple ng. Bill works very l		olicy. It is important that
manner; availa		citizens; effective re	Representation of Copresentation of Count	ounty in a positive y on intergovernmental
Exceptional	Expectations	Successful	Improvement	Ungatiafaatam
10[X] 9[]	8[] 7[]	6[] 5[]	-	Unsatisfactory
TO[X] 9[]	٥٢١ /٢١	0[] 2[]	4[] 3[]	2[] 1[]
During past year ha	s: Improved[]	Remained Abou	at the Same[X]	Declined[]
	,	y and therefore, a gre	at ppointsperson.	
decision-makir	ng; staff reports of ncise recommendat		er: Participation in di s, with implications on th staff reports.	scussion, not n issues; staff reports
decision-makir offer clear, con	ng; staff reports of ncise recommendat Exceeds	fer policy alternative tions; familiarity wit	er: Participation in di s, with implications o h staff reports. Needs	n issues; staff reports
decision-makir offer clear, con	ng; staff reports of ncise recommendat	fer policy alternative	er: Participation in di s, with implications on th staff reports.	
decision-making offer clear, consequence of the clear of	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[]	fer policy alternative tions; familiarity wit Successful	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	n issues; staff reports Unsatisfactory
decision-makir offer clear, con Exceptional 10[x] 9[] During past year ha	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[] s: Improved[]	fer policy alternative tions; familiarity wit Successful 6[] 5[]	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[]
decision-makir offer clear, con Exceptional 10[x] 9[] During past year ha Comments/Example	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[] s: Improved[]	fer policy alternative tions; familiarity wit Successful 6[] 5[] Remained Abou	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[] Declined[]
decision-makir offer clear, con Exceptional 10[x] 9[] During past year ha Comments/Example	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[] s: Improved[]	fer policy alternative tions; familiarity wit Successful 6[] 5[] Remained Abou	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[] Declined[]
decision-making offer clear, consider clear, c	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[] s: Improved[]	fer policy alternative tions; familiarity wit Successful 6[] 5[] Remained Abou	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[] Declined[]
decision-making offer clear, consider clear, c	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[] s: Improved[]	fer policy alternative tions; familiarity wit Successful 6[] 5[] Remained Abou	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[] Declined[]
decision-making offer clear, consider clear, c	ng; staff reports of acise recommendate Exceeds Expectations 8[] 7[] s: Improved[]	fer policy alternative tions; familiarity wit Successful 6[] 5[] Remained Abou	er: Participation in di s, with implications of h staff reports. Needs Improvement 4[] 3[]	Unsatisfactory 2[] 1[] Declined[]

13. Implementation of Board Policy - Consider: Administration of County consistent with Board

16. **Diversity Factor** - Consider: Steps taken to support and enhance diversity; compliance with the Diversity Implementation Plan, including workforce diversity, customer service, and related county policies. (See Appendix 4-20 in the Diversity Implementation Plan for diversity performance indicators).

Exceptional	Excee Expec	ds tations	Succe	essful	Needs Improv	ement	Unsat	isfactory
10[X] 9[]	8[<u>]</u>	7[]	6[]	5[]	4[]	3[]	2[]	1[]
During past year has:	Impro	ved[]	Rema	ined Abou	t the Same	[X]		Declined[]

Comments/Examples: Bill continues to be committed to enhancing diversity and embraces the Diversity Implementation Plan. If approved on December 17, he will be a member of the Diversity Task Force to develop Phase II of Lane County's Diversity Implementation Plan. This remains a top goal for Bill.

17. Other Comments:

Bill is an exceptional administrator and continues to do excellent work, driven by his need to do what is best for the organization. I continue to admire Bill's dedication and loyalty to Lane County. He has and is continuing to work proactively to address the pending deficit. Bill strives to grow and improve as an administrator and has been very successful in that area. I have great respect for Bill and am fortunate to work for Lane County while he has been administrator. He is a pleasure to work with.

18. Overall Rating

	Exceeds		Needs	
Exceptional	Expectations	Successful	Improvement	Unsatisfactory
10[x] 9[]	8[] 7[]	6[] 5[]	4[] 3[]	2[] 1[]

During past year has: Improved[x] Remained About the Same[] Declined[]

Rated by: Bl Silstry)
Date: 01/0/03