

AGENDA
PERFORMANCE AND ENGAGEMENT COMMITTEE
WEDNESDAY, MARCH 7, 2018
MONARCH PASS CONFERENCE ROOM
1290 Broadway
→ 4:00 p.m.* ←

1. Call to Order

CONSENT AGENDA

2. Move to Adopt the Consent Agenda
 - January 3, 2018 summary
(Attachment A)

ACTION ITEMS

3. Move to elect Vice Chair
(Attachment B) Douglas W. Rex, Executive Director
4. Move to select John V. Christensen Award recipient
(Attachment C) Douglas W. Rex, Executive Director
5. Move to select Distinguished Service Award recipients
(Attachment D) Douglas W. Rex, Executive Director

INFORMATIONAL ITEM

6. Discussion of Board workshop
(Attachment E) Douglas W. Rex, Executive Director
7. Presentation on employee survey
(Attachment F) Jerry Stigall, Director, Organizational Development

***The start time for this meeting is changed due to cancellation of the Board Work Session**

Persons in need of auxiliary aids or services, such as interpretation services or assisted listening devices, are asked to contact DRCOG at least 48 hours in advance of the meeting by calling (303) 480-6701.



ADMINISTRATIVE ITEMS

8. Report of the Chair
9. Report of the Executive Director
10. Other Matters by Members
11. **Next Meeting – April 4, 2018**
12. Adjourn

SUMMARY
PERFORMANCE AND ENGAGEMENT COMMITTEE
Wednesday, January 3, 2018

Members Present:

Bob Fifer, Chair	Arvada
Eva Henry	Adams County
Aaron Brockett	Boulder
David Beacom	Broomfield
George Teal	Castle Rock
Robin Kniech	Denver
Steve Conklin	Edgewater
Ron Rakowsky	Greenwood Village
Dana Gutwein	Lakewood
Colleen Whitlow	Mead
Jacque Phillips (Alternate)	Thornton
Herb Atchison	Westminster

Others present: Doug Rex, Executive Director, and DRCOG staff.

Chair Fifer called the meeting to order at 4:04 p.m. with a quorum present.

Move to adopt the consent agenda

Director Teal **moved** to adopt the consent agenda. The motion was **seconded** and **passed** unanimously.

Items on the consent agenda included:

- Minutes of the November 15, 2017 Performance and Engagement Committee meeting.

Approval of Mentorship Program

Steve Erickson, Communications & Marketing Director, provided an overview of the pared-down mentorship program. Members discussed the program and other aspects of the onboarding process. Staff noted there is a Board orientation scheduled for February 15 at 4 p.m. Program-specific short courses will also be scheduled throughout the year. Directors will be polled for interest in serving as a mentor.

Director Teal **moved** to approve the Board mentorship program. The motion was **seconded** and **passed** unanimously.

Approval of Executive Director performance valuation tool and process

Jerry Stigall, Director of Organizational Development, noted the Executive Director's contract calls for adopting a process and schedule for reviewing and evaluating the ED within 6 to 9 months of the hire date. It was suggested that June/July might be appropriate. Members discussed the current Executive Director evaluation tool approved by P&E, as well as the process for conducting the evaluation. Members discussed three goals for the ED to

Performance and Engagement Committee Meeting Summary

January 3, 2018

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accomplish within the first nine months: successful passage and implementation of the new TIP Policy; organizational effectiveness and development (based on results of employee survey), and successful negotiation of a building contract (within ~5 percent of anticipated cost-savings) and overall management of the office move. A brief narrative written by the ED should accompany the assessment when sent to the Directors. Staff will send the employee survey tool to the Committee with the next agenda for their review and information.

Director Rakowsky **moved** to approve survey month of June, and the three goals as outlined for the initial review. The motion was **seconded** and **passed** unanimously.

Report of the Chair

No report was provided.

Report of the Executive Director

- Doug Rex noted the dates for the 2018 Board workshop will be August 24/25. Members noted they would like to hold the workshop out of town. Some preference was expressed for holding it in a mountain community.
- Mr. Rex provided an update on the lease for 1001 17th St. office space.

Other Matters by Members

Director Kniech noted this would likely be her last meeting. She reported Director Flynn will take over as the member representative for Denver, with Council Member Jolon Clark as his alternate.

Next Meeting

The next meeting is scheduled for February 7, 2018.

The meeting adjourned at 5:00 p.m.

ATTACH B

**DENVER REGIONAL COUNCIL OF GOVERNMENTS
PERFORMANCE AND ENGAGEMENT COMMITTEE
FEBRUARY 2018**

Eva Henry
Commissioner
Adams County

Ron Rakowsky
Mayor
Greenwood Village

Bob Fifer
Mayor Pro Tem
City of Arvada

Dana Gutwein
Council Member
City of Lakewood

Bob Roth
Council Member
City of Aurora

Karina Elrod
Council Member
City of Littleton

Aaron Brockett
Council Member
City of Boulder

Colleen Whitlow
Trustee
Town of Mead

David Beacom
Council Member
City & County of Broomfield

John Diak
Council Member
Town of Parker

George Teal
Council Member
Town of Castle Rock

Jessica Sandgren
Council Member
City of Thornton

Kevin Flynn
Council Member
City & County of Denver

Herb Atchison
Mayor
City of Westminster

Steve Conklin
Council Member
City of Edgewater

ATTACH C

To: Chair and Members of the Performance and Engagement Committee

From: Douglas W. Rex, Executive Director
(303) 480-6701 or drex@drcoq.org

Meeting Date	Agenda Category	Agenda Item #
March 7, 2018	Action	4

SUBJECT

This action is related to selection of a recipient for the John V. Christensen Memorial Award.

PROPOSED ACTION/RECOMMENDATIONS

DRCOG staff recommends selection of a recipient to receive the John V. Christensen Memorial Award at the DRCOG Award Dinner in April 2018.

ACTION BY OTHERS

N/A

SUMMARY

DRCOG created the John V. Christensen Memorial Award in 1972 to be presented to the person, or persons, most exemplifying the tradition of John V. Christensen in promoting and working for good, strong, representative local government and regionalism in solving mutual problems.

DRCOG staff and members of the DRCOG Performance and Engagement Committee are not eligible to receive the award. Nominees whose names have been submitted for consideration the previous two years are eligible.

In order to maintain the secrecy of nominations and selection, information on nominees eligible for this year's award will be handed out at the March 7 meeting.

PREVIOUS DISCUSSIONS/ACTIONS

N/A

PROPOSED MOTION

Move to select a recipient to receive the John V. Christensen Memorial Award.

ATTACHMENTS

Attachment: Criteria for selection
Previous award recipients

ADDITIONAL INFORMATION

If you need additional information, please contact Douglas W. Rex, Executive Director, at 303-480-6701 or drex@drcoq.org; or Connie Garcia, Executive Assistant/Board Coordinator, at 303-480-6701 or cgarcia@drcoq.org.

CRITERIA FOR SELECTION JOHN V. CHRISTENSEN MEMORIAL AWARD

In October 1972, the Denver Regional Council of Governments created the *John V. Christensen Memorial Award* to be presented to the person, or persons, most exemplifying the tradition of John V. Christensen in promoting and working for good, strong, representative local government and regionalism in solving mutual problems.

Eligible Are:

- ✓ Any elected official or private individual, excluding DRCOG staff members and DRCOG Performance and Engagement Committee members.
- ✓ Residents of Adams, Arapahoe, Boulder, Clear Creek, Douglas, Gilpin, Jefferson, or Weld counties, the City & County of Broomfield and the City & County of Denver.
- ✓ Individuals making substantial contributions to the Philosophy of Regionalism, either during the past year or over a longer period.
- ✓ Nominees whose names have been submitted for consideration the previous two years.

The Nominee(s) must have demonstrated dedication to regionalism by:

- ✓ Promotion of coordination and cooperation among citizens and local elected officials in a continuing effort to solve regional problems.
- ✓ Recognizing that jurisdictional boundaries are not barriers to the solution of such problems.
- ✓ Providing leadership to, or support for, the concept that strong local government representation is the basis for regional accomplishment.

Nomination Process:

- ✓ Nominations must include a description of the achievement, accompanied by an explanation of the nominee's (nominees') philosophy of regionalism. The narrative should be in sufficient detail to assist the Performance and Engagement Committee in its selection.
- ✓ If nominations are not submitted online, they must be mailed to the DRCOG Performance and Engagement Committee, at 1290 Broadway, Suite 100, Denver, CO 80203-5606 by January 31, 2017 for judging by the Committee at its February meeting.
- ✓ If the Performance and Engagement Committee determines that no nominee fully meets established criteria, no award will be made.
- ✓ Announcement of the winner and presentation of the award will be made at the DRCOG Awards Dinner.

If you have any questions concerning the nomination process, or the criteria for selection, please contact Connie Garcia, Board Coordinator, at 303-480-6701 or cgarcia@drcog.org

John V. Christensen Memorial Award Recipients

At the awards event the recipient of DRCOG's highest accolade, the John V. Christensen Award, is announced and recognized. Previous recipients include the following regionalists.

2017 Tom Clark	2000 Margaret Carpenter	1986 Jon Colt
2016 Jack Hilbert	1999 Leona Stoecker	1985 Vesta H. Miller
2015 Will Toor	1998 D.L. "Don" Parsons	1984 William Thornton
2014 Jim Taylor	1997 Peter Kenney	1983 Milton E. Senti
2012 Kathy Novak	1996 Robert L. Tonsing	1982 Robert F. Clement
2010 Lorraine Anderson	1995 Linda Morton	1981 Norman A. Smith
2008 John Parr	1994 Elsie A. Lacy	1980 Jack L. Trezise
2007 Federico Peña	1993 Neva Windbigler	1979 James L. Ogilvie
2006 Norma Anderson	1992 John C. Buechner	1978 Don DeDecker
2005 Mary Blue	1991 William H. "Bill" Miller	1977 Ben Bezoff
2004 Joe Rice	1990 Thomas R. Eggert	1976 John P. Murphy
2003 Pat Pascoe	1989 T.J. "Ted" Hackworth	1975 Irving S. Hook
2002 Polly Page	1988 Paul Powers	1974 Guy R. Sanders
2001 Thomas J. Burns	1987 George M. Wallace	1973 Hilbert B. Meyer

ATTACH D

To: Chair and Members of the Finance and Budget Committee

From: Douglas W. Rex, Executive Director
(303) 480-6701 or drex@drcog.org

Meeting Date	Agenda Category	Agenda Item #
March 7, 2018	Action	5

SUBJECT

This action is related to selection of recipients for Distinguished Service Awards as proposed by staff.

PROPOSED ACTION/RECOMMENDATIONS

DRCOG staff recommends selection of recipients to receive Distinguished Service Awards at the DRCOG Award Dinner in April 2018.

ACTION BY OTHERS

N/A

SUMMARY

Distinguished Service Awards recognize individuals outside of the DRCOG staff and Board of Directors who have contributed substantially to DRCOG programs, committees, or to regionalism. The Committee makes selections for this award from the nominations submitted by DRCOG staff.

Per Executive Committee action February 18, 1987, current members of the DRCOG Board of Directors are not eligible to receive Distinguished Service Awards. A list of past recipients is attached. **Staff nominations for the 2018 awards will be sent to the committee in a separate email.**

PREVIOUS DISCUSSIONS/ACTIONS

N/A

PROPOSED MOTION

Move to select recipients to receive Distinguished Service Awards.

ATTACHMENT

List of previous award recipients

ADDITIONAL INFORMATION

If you need additional information, please contact Douglas W. Rex, Executive Director, at 303-480-6701 or drex@drcog.org; or Connie Garcia, Executive Assistant/Board Coordinator, at 303-480-6701 or cgarcia@drcog.org.

**DRCOG DISTINGUISHED SERVICE AWARDS
HISTORICAL LIST**

March 1976

Andy Briscoe -- Chairman, Resource Recovery Mgmt. Committee
Kenneth C. Dell -- Chairman RPAC ('74-'75)
William Dominquez -- Regional Clean Water Task Force Chairman
Barbara Morrison -- Transportation Program
Gary Stay -- Comprehensive Health Planning

March 1977

Vesta Miller -- Water Quality Task Force
Bill Thornton -- Chairman, Urban Systems Committee
Brad Leach -- Boulder County Sheriff-C.J. Program
Charles Carroll -- Water-related planning activities
Ray Printz -- Parks & Recreation work
Harry Landon -- Alcohol & Drug Abuse Program activities

March 1978

Fred Allen -- Housing
Margaret Ann Barton -- Transp. Task Force of CAC
Craig Camp -- Reg'l Criminal Justice
Eugene Fortier -- Jeffco Housing Auth. Dir.
Laboyta Garnand -- CAPC Comm. & Member of the TC
Dr. Harold Haak -- Chairman, Denver Metro Study Panel
Michael Moore -- Chairman, Denver Metro Study Panel
Milton Senti -- Aging
Thomas Tighe -- Past Chairman-CAC

March 1979

Regional Law Enforcement Administration
Clean Air Task Force Members:
Bruce Rockwell
John Bruce
Richard Deane
Lael DeMuth
Dr. Evie Dennis
Kent Hanson
Margaret Markey
Rita Martinchick
David Matthews
Senator Alvin Meiklejohn
Vesta Miller
W. Scott Moore
Malcolm Murray
Robert J. Parsons
Norman Pledger
LaMona Price
Vernon Purdy
Fred Tapia
King Trimble
Thomas R. Eggert
Mayor William McNichols –
Jim Lee –

John Arney – RPAC
P.K. Bryant – WRMAC
Richard Thomas – Transportation
Carolyn Thompson – Regional Development Task Force of CAC

March 1980

Ben Alex -- Aging
Lee Gash -- Aging
Audrey Healy -- Aging
Doris Roberts -- Aging
Eloise Bruen -- Aging
Cathy Frank -- Aging
Lloyd Hirst -- Aging
Gene Zook -- Aging
Sue Holgate -- Aging
Helen Thiessen -- Aging
Rex Lowell -- CAC
William Cobern -- TC & Urban System Comm.
Harold Hodges -- TC & Urban System Comm.
Gerald Allen -- Economic Task Force
Ken Anderson -- Economic Task Force
Kathleen Cooper -- Economic Task Force
Lucy Creighton -- Economic Task Force
Doris Drury -- Economic Task Force
Robert Ekland -- Economic Task Force
John Gunyou -- Economic Task Force
Wilson Kendall -- Economic Task Force
Cheryl Signs -- Westminster

March 1981

Jack Fenlon -- Aurora City Councilman
Annette Finesilver -- RTD Board of Dir.
Rancy McMillan -- Reg'l Bicycle Plan
Edward Sullivan -- Former Aide to Mayor McNichols
Edward Tepe -- Boulder County Planning Dir.
John Welles -- Chairman, Governor's Front Range Proj.
Toni Worchester -- Vice-Chairwoman CAC

March 1982

Dorothy Anders -- Colorado Dept. of Social Services
Billie Bramhall -- Aging Advisory Committee
Harlan Sutherland -- Aging Advisory Committee
Iris Swisher -- Aging Advisory Committee
Charles Carroll -- Water Quality Advisory Committee
Walter Fletcher -- Vice Chairman, WRAC
Margaret Markey -- Clean Air TF
Flodie Anderson -- Past Chairperson-RTD
Jerome Nagel -- Colo. Hwy Comm., Transp. Comm., Clean Air TF

March 1983

Neva Windbigler -- Chairwoman, Aging AC
Mary Lu Meadows -- Colo. Comm. on Aging
Betty Hermann -- Denver Council on Aging
Patrick Ahlstrom -- Dept. of Public Safety-Broomfield

Ben Urbonas -- Urban Runoff TF
Robert A. Briggs, Jr. -- DRCOG Board, Program etc
Carl Winkler -- Sec-Treas. Board of Dir.
Lowell Hutson -- past RTD Board Chairman
Joe Siccardi -- Federal Highway Administration

March 1984

Walt Barbo – Federal Aviation Administration
Alan Canter – City and County of Denver Planning
State Sen. Martha Ezzard – DRCOG Library Services Task Force
Donald Harper – Aging Advisory Committee
Adrian Hirschman – Colorado Viewpoint Host
Mary Jacobs – Aging Advisory Committee
E.D. Jaramillo – Aging Advisory Committee
Mark Maxwell – Cherry Creek Clean Lakes Task Force
State Rep. Betty Neale – DRCOG Library Services Task Force
Marguerite Romine – Aging Advisory Committee
R.D. “Rocky” Wiley – Denver Water Department, served on the Water Resources Management Committee
L.A. “Kim” Kimball – former RTD Executive Director
Ted Ingalls – chair of the DRCOG Rideshare Advisory Committee

March 1985

Joseph F. Dolan - Executive Director, CDOH
Justin A. Hamel -- Director, Arapahoe County Community Services
Rodney B. McLendon -- Public Service Company
Raymond McNeill -- Metropolitan Denver Sewage Disposal Dist. No. 1
Ruth S. Poitz -- Aging Advisory Committee
Eugene W. Seger -- Aging Advisory Committee
Dominic N. Verrastro -- Chairman, Rideshare Advisory Committee

March 1986

Representative Bonnie Allison -- Metropolitan Diagnostic Facility TF
Pat Sullivan -- Metropolitan Diagnostic Facility TF
Senator Paul Powers -- Metropolitan Diagnostic Facility TF
Representative Paul Schauer -- Metropolitan Diagnostic Facility TF
Richard Brasher -- Transportation (C-470)
John Kempfer -- Cherry Creek Basin Water Quality Master Plan
King Soopers -- Aging (Silver Savers - LEAP)
Public Service Co. -- Aging (Silver Savers)
John M. Bates -- Aging (Transportation)
Peter Munoz -- Aging (Silver Savers)
Ralph Somerset -- Aging (Transportation)
Jim Wetsel -- Aging (Employment-Transportation)
Dr. Donald Griffey -- Aging (Dental Program)

March 1987

Josephine Abbott -- Aging (OAP Dental Committee)
Dr. Gene Bloom -- Aging (OAP Dental Committee)
Betty Davis -- Aging
Ted Erickson -- Aging
Richard Ferdinandsen -- Transportation (W-470)
Richard F. Veazey -- Aviation Planning
Linda Shaw -- Convention Center Metropolitan Financing Task Force

Senator Al Meiklejohn -- Transportation (SB 36)

March 1988

Representative Bob Bowen
Ann Curtis (Case Management Program)
Richard Gall (Aging)
Jane Hansen, KCNC-TV
Representative Carl B. "Bev" Bledsoe
Holly Holder
Bill McKee
Greg Parsons
Representative Joan Green
Beverly Martinez, KWGN-TV

March 1989

Brent Bean -- Planning Director, City of Lafayette (RPAC)
Don Canny -- Aging Advisory Committee
Karen Roney -- Aging Advisory Committee
Dale Querfeld -- Colorado Commission on Aging
Mary Romero -- Region III Old Age Pension Dental Committee
Robert Wheeler -- City of Boulder, WRMAC

March 1990

Don Ament -- Colorado State Representative
Norma Anderson -- Colorado State Representative
JoAnn Groff -- Former State Representative
Bill Owens -- State Senator
David Wattenberg -- State Senator
Dallace Unger -- Federal Highway Administration
Gerald Schulte -- General Mgr., Evergreen Metro District (WRMAC)
Claire Boruchin -- Aging Advisory Committee
W. P. (Lee) Fraser -- Aging Advisory Committee
Ron Headlee -- reporter for KOA radio
Ron Mitchell -- reporter for KUSA-TV
Jean Otto -- associate editor of the Rocky Mountain News

March 1991

Tom Borrego -- Aging Advisory Committee
Robert D. Coney -- Regional Planning Advisory Committee
Roger Fraser -- Chief Administrative Officers Advisory Committee
Helen McCallum -- Volunteer Ombudsman
Marilyn McGee -- Executive Director of Community Housing Services
Dr. Robert Pearson -- Colorado Water Quality Control Commission
Ray Pollom -- Editor, Prime Time Newspaper
Valerie Robson -- Aging Advisory Committee
Robert Whitson -- Alternate Modes Coordinator, City of Boulder

March 1992

LuAnne Mickelson -- Aging Advisory Committee
Howard and Grace Carley -- Ombudsman program
Richard Blacker -- Advisory Committee on Specialized Transportation
Reed Walker -- Aviation Technical Advisory Committee
Darrell Hogan -- Water Resources Management Advisory Committee

The RTD Product Management Group -- represented by Jerry Eddy, Director of Customer Service and Scheduling

March 1993

Dr. Lynn Mason -- Volunteer Long-Term Care Ombudsman

Marie K. Mumper -- (Arvada Purchasing Division) Assisted RideArrangers with first joint bike locker purchase

Mark Sawyer -- Clear Creek County, Water Resources Management Advisory Committee

Kipp Scott -- Chairman, Water Resources Management Advisory Committee

March 1994

Gordon Appell -- Denver Planning Office, chairman of RPAC and member of Vision 2020 Task Force

Bob Barry -- Long-Term Care Ombudsman program volunteer, Aging Services

Marian Griffen -- Long-Term Care Ombudsman program volunteer, Aging Services

Fred Lantz -- City of Lakewood Traffic Engineer, chairman of the Bicycle/Pedestrian Transportation Plan Task Force and member Vision 2020 Task Force

John Van Royen -- Metropolitan Wastewater Reclamation Intergovernmental Affairs Director, chairman of Water Resources Management Advisory Committee

March 1995

Paul Grundemann -- Centennial Water and Sanitation District, member of the DRCOG Water Resources Management Advisory Committee, chairman of the biosolids workgroup and the North Front Range Wastewater Utility Council

Jay Jones -- chairman of the Upper Clear Creek Watershed Association

Frank McGhghy -- Colorado Department of Transportation liaison for DRCOG MPO process

Pam Sheldon -- Greenwood Village, chairman of the Regional Planning Advisory Committee

Marian Smith -- Jefferson County representative and chairman of the Aging Advisory Committee

Tom Talmadge -- CDOT Financial Management and Budget Director

Ray Watkins -- Long-Term Care Ombudsman program volunteer, Aging Services

March 1996

Ed Clark -- Arapahoe County, chairman of the Regional Planning Advisory Committee

Nancy Grandys-Jones -- volunteer long-term care ombudsman

Don Moore -- Douglas County, chairman of the Water Resources Management Advisory Committee

George Osborne -- Colorado Division Engineer, Federal Highway Administration

Jim Westkott -- state demographer, member of the Long-Term Economic Task Force

March 1997

Janice DeMaria -- Colorado Department of Transportation, DRCOG contract representative, member Transportation Demand Management Coordinating Committee

Jeannie Newbold -- coordinator of in-house vanpool program, Public Service Company of Colorado

Alan White -- Town of Parker Planning Director, Regional Planning Advisory Committee Chairman

Norma Wiederspan -- volunteer ombudsman

Boris Voukovitch -- Water Resources Management Advisory Committee and Bear Creek Watershed Association member

March 1998

Rick & Katie Fendel -- Water Resources Management Advisory Committee member and Upper Clear Creek Watershed Association, respectively

Steve Glueck -- Planning Director, City of Golden and chairman, Regional Planning Advisory Committee
Daryl Hollingsworth -- member of Centralized Organization for Police Selection program and Sergeant, Northglenn Police Department
Michael Segrest -- chairman, DRCOG Open Space Coordinating Committee and Parks and Open Space Coordinator, City of Lakewood
Steve Stolz -- member of Fire Intraregional Recruitment Employment program and Assistant Fire Chief, City of Boulder
Matt Wager -- Acting Director of Traffic Operations, City & County of Denver
Dick Watt -- non-Board member of the DRCOG Transportation Policy Committee

March 1999

David Baskett -- Transportation Advisory Committee Chairman
Greg Fabisiak -- WRMAC representative, So. Adams County Water & Sanitation District
Christopher Lillie -- CDOT Traffic & Safety division manager, DRCOG Traffic Signal Program
Carol MacLennan -- Transportation Demand Management Coordinating Committee
Bill North -- volunteer ombudsman for DRCOG Office on Aging
Richard Turner -- Jefferson County Planning Director, member of RPAC

April 2000

Rick Barrett & Barbara MacRae -- Colorado Department of Public Health & Environment and Air Pollution Control Division
Bob Call -- chief executive officer, Jefferson Pilot Communications
Janet Dickson -- volunteer Ombudsman
Holly Holder -- Water Resources Management Advisory Committee member
Elaine Huffman -- field administrator, Colorado Department of Human Services
Robin Mayhew -- former executive director, Southeast Corridor Transportation Management Organization, Transportation Solutions TMA, and former chairman of the DRCOG Transportation Demand Management Coordinating Committee
Wayne Ramey -- 1999-2000 chairman, Water Resources Management Advisory Committee
Kevin Standbridge -- City of Broomfield, 1999-2000 chairman, Reg'l Planning Advisory Committee
Ladd Vostry -- City of Englewood Traffic Engineer and member, traffic signal subcommittee

March 2001

Tom Bock -- Louisville Police Department commander, COPS program
Virginia Fontaine -- Ombudsman volunteer
Lou Mraz, Jr. -- former regional administrator, Federal Transit Administration
Marian Smith -- chairman, DRCOG Advisory Committee on Aging
Nicki Stoner -- Adams County representative, chairman of the Regional Planning Advisory Committee

April 2002

Tom Clark -- President of the Jefferson Economic Council
Froda Greenberg -- Principal Planner with the City of Longmont
Gail Klapper -- Executive Director, Colorado Forum
Judy Ramsey -- Ombudsman Volunteer
Ronda Sandquist -- member of the Water and Environmental Planning Committee, Cherry Creek Basin Water Quality Authority and the Chatfield Watershed Authority
Steve Wilson -- active in development of the Metro Vision 2020 Plan and representative of the homebuilding industry
The Colorado Trust -- grant provider to local governments in the metro area

April 2003

Claudia Cummins -- Aurora Utilities Dept. staff, WEPC member
Bob Ewegen -- columnist, The *Denver Post*
Barbara Femmer -- Nursing Home Ombudsman Volunteer
Jan Gerstenberger -- retired intergovernmental affairs specialist, Colorado Municipal League
Craig Kocian -- Arvada City Manager
Peter Neukirch -- former President & CEO of Southeast Business Partnership
Mike Rock -- Lakewood City Manager
Jessica Sherwood -- Feet First Director
Amy Theodore -- Assisted Living Ombudsman Volunteer

April 2004

Tim Baker -- CDOT
Tim Grotheer -- Plum Creek Wastewater Authority Plant Superintendent, co-chair of the Water and Environmental Planning Committee
Albert (Bert) Melcher -- TAC member and environmental representative
Pat Pugh -- RTD
Marilyn Sandau -- Ombudsman Volunteer

April 2005

Fern Osborne -- Older Americans Coalition
Susan Thornton -- *Denver Post* Local Government Columnist
Ken Watkins -- Westminster Fire Department Deputy Chief
Fabyan Watrous -- DRCOG Advisory Committee on Aging
Meg Steinborn -- volunteer for the DRCOG Ombudsman Program
CDOT MOU Team -- (John Muscatell, Bill Swenson, Laurie Reed, Joe Jehn, Greg McKnight, Jennifer Finch, Jennifer Watson, Tom Norton, Joe Blake)

April 2006

Joe Blake -- President of the Denver Metro Chamber of Commerce
Gretchen Cerveny -- former Wheat Ridge Mayor and Board representative to the Advisory Committee on Aging
John Fryar -- Capitol Reporter for the Longmont Times-Call
Rich McClintock -- environmental and community advocate and former director of several nonprofit groups
Senior Source -- a joint project of 9NEWS, the Colorado Department of Human Services, Rose Community Foundation and the Colorado Health Foundation
Dick Watt -- DRCOG Volunteer Ombudsman

April 2007

Cal Marsella -- RTD General Manager
Bill Elfenbein -- former member of the RTD Board of Directors
Wendy Mitchell -- Aurora Economic Development Corporation President
Preston Gibson -- Jefferson Economic Council President
Deborah Obermeyer -- Metro North Chamber CEO
Mattie Edwards -- volunteer with the DRCOG Ombudsman Program
Robert Lanky -- member of the DRCOG Advisory Committee on Aging (ACA) since 1997
Kathy Turley -- member of the DRCOG ACA and the Governor's Colorado Commission on Aging
David Lorenz -- Executive Director of South Suburban Parks and Recreation
O'Neill P. Quinlan -- RTD Director
Steve Burkholder -- Lakewood Mayor
Ed Tauer -- Aurora Mayor
John Hickenlooper -- Denver Mayor

April 2008

Doug Aden -- Co-chair of the Governor's Colorado Transportation Finance and Implementation Panel

Cary Kennedy -- Co-chair of the Governor's Colorado Transportation Finance and Implementation Panel

Bob Tointon -- Co-chair of the Governor's Colorado Transportation Finance and Implementation Panel

Debra Baskett – Broomfield Transportation Manager

The late Robert Hite – Metro Wastewater Reclamation District Manager

Ellen Ittelson – Denver Planning Program Manager

Mark Schaefer – DRCOG Long-term Care Ombudsman Program Volunteer

The late Olga Wolosyn – Englewood Mayor

April 2010

Theresa Baiotto -- Mental Health Center of Denver Executive Assistant to the CEO, CFO and Medical Director

Heather Balser – Louisville Deputy City Manager

Dr. Carl Clark – Mental Health Center of Denver CEO

Pat Corbo – DRCOG Long-term Care Ombudsman Program Volunteer

Russell George – CDOT Executive Director

The late Paul Grundemann –Centennial Water & Sanitation District Director of Operations

Dan Grunig – Bicycle Colorado Executive Director

Tracy Herrera – Mental Health Center of Denver Director of Procurement and Communications

Pam Hutton – CDOT Chief Engineer

Nolan Knox – former Volunteers of America Director of Nutrition Services

Kathie Novak – former Northglenn Mayor

Karla Petty – Federal Highway Administration Colorado Division Administrator

April 2012

Dave Chambers – Public Works Director, City of Aurora

Mark Mehalko – Consultant, LS Gallegos

Bob Murphy – Mayor, City of Lakewood

Jennifer Finch – former Director, Division of Transportation Development, CDOT

April 2014

Paul Ryan – City & County of Denver, posthumous

Kelli Fritts – AARP Colorado

George Gerstle – Boulder County

Nathan Mosley – City of Wheat Ridge

Bob Wilson – Citizen

Bob Watson – City of Aurora

April 2015

Jeff Martinez, Brothers Redevelopment, Inc,

Jon Gottsegen, State of Colorado

Karen Stuart, Smart Commute Metro North

Audrey DeBarros, 36 Commuting Solutions

Steve Glueck, City of Golden

Ismael Guerrero, Denver Housing Authority

Molly Hanson, Jefferson County Public Health

Randle Loeb, Citizen

Chris Waggett, D4Urban

Brad Weinig, Enterprise Community Partners

Steve Klausing, Denver South Economic Development Partnership

April 2016

Pat Cronenberger, Citizen
Art Griffith, Douglas County
Jeff Kullman, Atkins Global
Angie Malpiedes, Stapleton TMA
Kathleen Osher, Transit Alliance
Ed Peterson, Colorado Transportation Commissioner
Pat Steadman, Colorado State Senator
Cris White, Colorado Housing Finance Authority
Planimetric Data Group:

- Brian Davis – City of Arvada
- Bill Keever – City of Aurora
- Trish Stiles – Town of Bennett
- Jeff Caldwell – Town of Castle Rock
- Derek Stertz – City of Centennial
- Kirk Hayer – City of Commerce City
- Doug Genzer – City and County of Denver
- Robert Stansauk – Denver Water
- John Voboril – City of Englewood
- Cindy Kamigaki – Town of Frederick
- Kevin Brown – City of Glendale
- Kim Soulliere – City of Golden
- Jack Cornelius – City of Greenwood Village
- Roger Caruso – City of Lafayette
- Mike Demmon – City of Lone Tree
- Kevin Corzine – City of Lakewood
- Chris Neves – City of Louisville
- Travis Reynolds – City of Northglenn
- Dan Jackson – Regional Transportation District
- Deborah Wilson – City of Thornton
- Annabel Montoya – City of Wheat Ridge

April 2017

Carla Perez, Jacobs Engineering
Rick Garcia, HUD
George Thorn, Mile High Development
Jim Riesberg, SAPGA
Betsy Jacobsen, CDOT
Sheila Bugdanowitz (posthumous), Rose Community Foundation
Roberto Rey, AARP Colorado
Dace West, Mile High Connects
Bryan Weimer, Arapahoe County
Jeanne Shreve, Adams County

ATTACHE

To: Chair and Members of the Performance and Engagement Committee

From: Douglas W. Rex, Executive Director
(303) 480-6701 or drex@drcoq.org

Meeting Date	Agenda Category	Agenda Item #
March 7, 2018	Information	6

SUBJECT

Discussion of the 2018 Board Workshop

PROPOSED ACTION/RECOMMENDATIONS

N/A

ACTION BY OTHERS

N/A

SUMMARY

The 2018 Board Workshop is scheduled for August 24-25. Staff is in the process of finalizing a location for this year's event. At the March meeting, staff would like to initiate an open dialogue about expectations and possible Workshop topics.

PREVIOUS DISCUSSIONS/ACTIONS

N/A

PROPOSED MOTION

N/A

ATTACHMENTS

2017 Board Workshop Survey results

ADDITIONAL INFORMATION

If you need additional information, please contact Douglas W. Rex, Executive Director, at 303-480-6701 or drex@drcoq.org.

Q1 Overall impression

Answered: 18 Skipped: 0

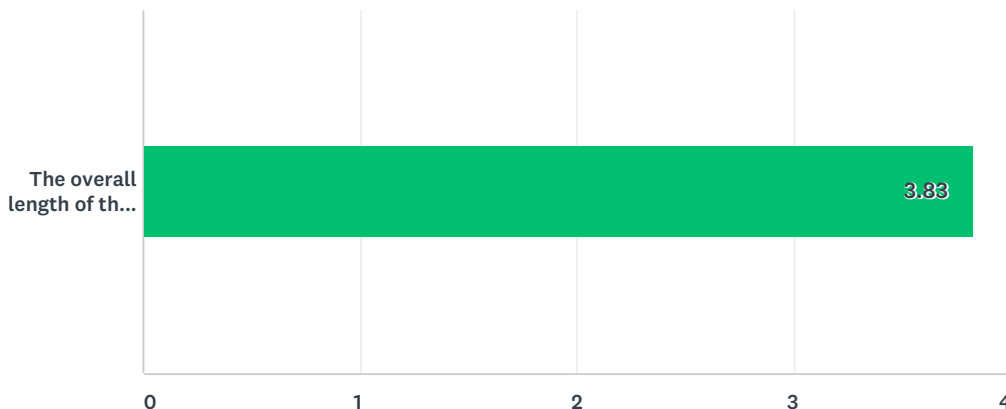


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
The DRCOG Board Workshop was beneficial to me and my community.	83.33% 15	16.67% 3	0.00% 0	0.00% 0	0.00% 0	18	3.83

#	COMMENTS:	DATE
1	Great interaction with other directors and DRCOG staff.	9/8/2017 9:45 AM
2	Great collaborative approach to all of the sessions and breakouts.	9/6/2017 7:47 AM
3	I thought last years was really beneficial, I believe this years was even more so. The mini courses were much better.	9/5/2017 2:36 PM
4	I learned a lot about the aging initiatives that we don't talk much about at the meetings. The TIP mini session was super helpful.	8/30/2017 7:37 AM
5	Great for building relationships with other DRCOG board members and gaining a deeper understanding of DRCOG programs, as well as setting priorities for the TIP	8/29/2017 1:12 PM

Q2 Workshop time allotment

Answered: 18 Skipped: 0

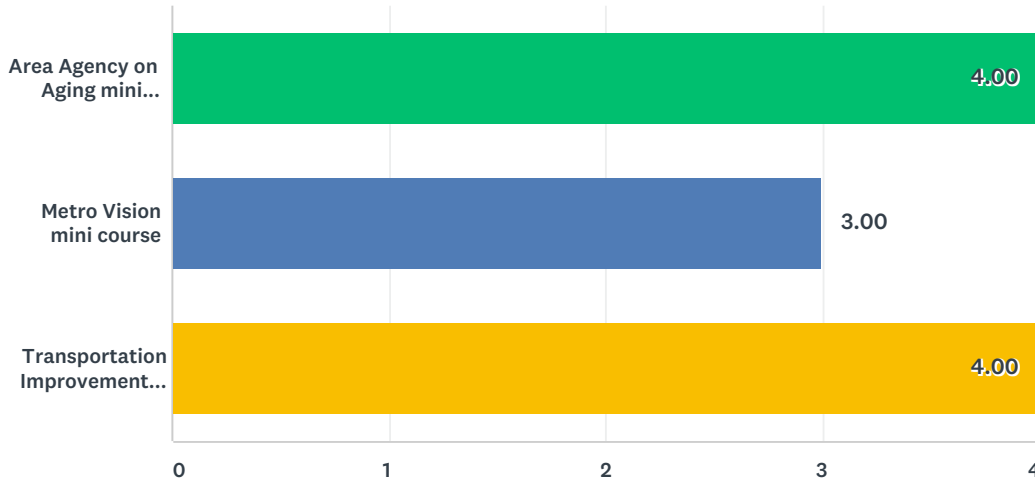


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
The overall length of the workshop was appropriate.	83.33% 15	16.67% 3	0.00% 0	0.00% 0	0.00% 0	18	3.83

#	COMMENTS:	DATE
1	it seemed that we filled the time allocated more fully than last year. This did involve give more time to some and less to others.	9/5/2017 2:36 PM
2	Although more time was allotted than we needed, I believe that is better than not having enough time.	8/29/2017 8:29 PM
3	Friday networking was great. On Saturday, I would have put the focus areas first to ensure we fully addressed - due to schedule adjustment, it felt like we were rushing to end so we could get the information in before lunch or so we could conclude the event	8/29/2017 11:15 AM

Q3 The Friday afternoon training sessions were informative. (Participants were able to attend at least 2 out of 3 sessions). You may skip this question or respond by selecting N/A if you did not attend a session.

Answered: 18 Skipped: 0

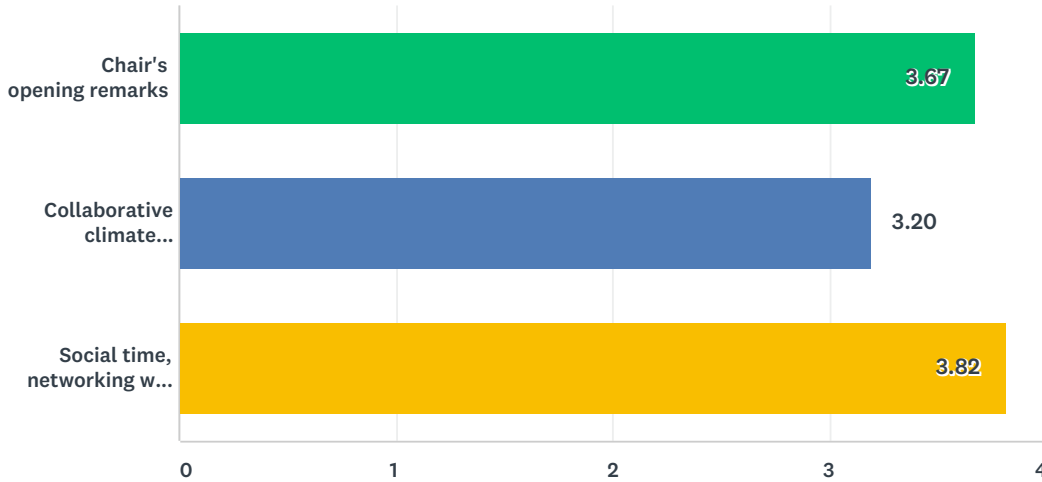


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Area Agency on Aging mini course	50.00% 8	0.00% 0	0.00% 0	0.00% 0	50.00% 8	16	4.00
Metro Vision mini course	0.00% 0	8.33% 1	0.00% 0	0.00% 0	91.67% 11	12	3.00
Transportation Improvement Program mini course	61.11% 11	0.00% 0	0.00% 0	0.00% 0	38.89% 7	18	4.00

#	COMMENTS:	DATE
1	I am continually amazed at the number of irons our AAA has in the fire.	9/6/2017 7:47 AM
2	I found that the TIP course extremely helpful but I did sit through it twice and that really helped.	9/5/2017 2:36 PM
3	TIP was great!!!	8/30/2017 7:37 AM
4	The AAA discussion information was touched on in the Saturday session and seemed like we were duplicating some of the information. The TIP discussion provided a good overview of how we arrived at now.	8/29/2017 11:15 AM
5	Doug Rex does an excellent job explaining a Byzantine system which is virtually indecipherable unless you deal with it all the time.	8/29/2017 8:50 AM

Q4 The Friday evening events were beneficial.

Answered: 18 Skipped: 0

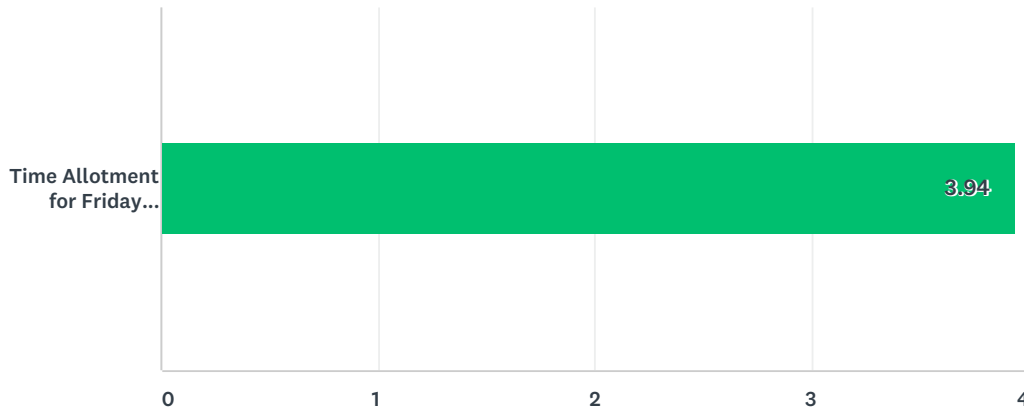


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Chair's opening remarks	55.56% 10	27.78% 5	0.00% 0	0.00% 0	16.67% 3	18	3.67
Collaborative climate exercise (Warm/Cold)	44.44% 8	22.22% 4	5.56% 1	11.11% 2	16.67% 3	18	3.20
Social time, networking with other Directors and staff	83.33% 15	5.56% 1	5.56% 1	0.00% 0	5.56% 1	18	3.82

#	COMMENTS:	DATE
1	Interaction with other directors and staff very valuable	9/8/2017 9:45 AM
2	The exercise was an eye opener. The Social time could have been improved by keeping the group standing and socializing. Once people moved to the tables the opportunity to network was greatly reduced. However, the overall networking continued after the dinner so that was good.	9/5/2017 2:36 PM
3	I think the exercise could have used more of an introduction and maybe printed on front and back or two sheets. (like -- We're going to do a leadership exercise that helps us see how just one personal characteristic has the power to influence your impression of a co-worker in many ways. First, read the characteristics of that person -- and when everyone is done, we'll begin the exercise). Overall, the exercise was a good one -- a few people seemed confused about it.	8/29/2017 8:29 PM
4	Directional information upon arrival would have been helpful. I was hanging out at the spot for dinner from 5:30 - 5:45 pm wondering where everyone was. The staff did not seem to know where to direct me either. It would have been nice to have standing tables to mingle and set drinks/food rather than the crowd drawn to the dinner tables.	8/29/2017 1:39 PM
5	Social time was great. One suggestion: in future, don't have us sit down at tables, as that limits conversations to just a few people. Instead have us walk around and mingle with our drinks and appetizers during happy hour, with some high tables on which we can set plates and drinks.	8/29/2017 1:12 PM
6	Concerning the Collaborative climate exercise, please review your audience. Most everyone there is a public servant/official who must work collaboratively to get anything done. We don't need a review.	8/29/2017 8:50 AM

Q5 The time allotted for Friday evening events was appropriate.

Answered: 18 Skipped: 0

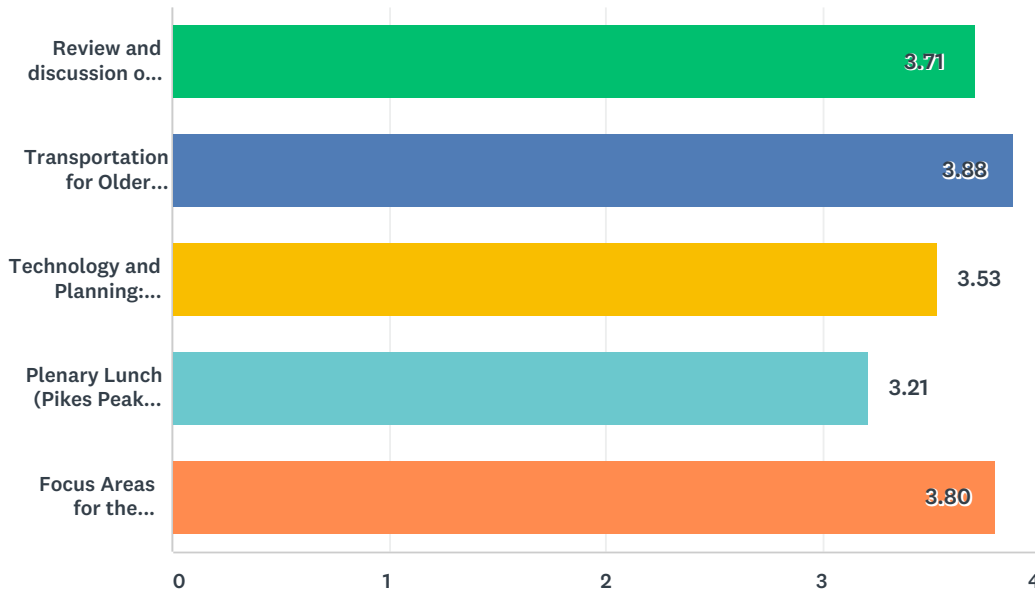


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Time Allotment for Friday Evening	83.33% 15	5.56% 1	0.00% 0	0.00% 0	11.11% 2	18	3.94

#	COMMENTS:	DATE
1	It seemed a little tight but sufficient.	9/5/2017 2:36 PM

Q6 The Saturday sessions (morning and plenary) were informative.

Answered: 17 Skipped: 1



	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Review and discussion of the 2018 strategic initiatives.	70.59% 12	29.41% 5	0.00% 0	0.00% 0	0.00% 0	17	3.71
Transportation for Older Adults: Better Mobility for All	88.24% 15	11.76% 2	0.00% 0	0.00% 0	0.00% 0	17	3.88
Technology and Planning: DRCOG's Cool Tools in Action	52.94% 9	47.06% 8	0.00% 0	0.00% 0	0.00% 0	17	3.53
Plenary Lunch (Pikes Peak Rural Transportation Authority) presentation	35.29% 6	29.41% 5	17.65% 3	0.00% 0	17.65% 3	17	3.21
Focus Areas for the 2020-2023 Transportation Improvement Program (TIP) - paired comparison prioritization exercise.	70.59% 12	17.65% 3	0.00% 0	0.00% 0	11.76% 2	17	3.80

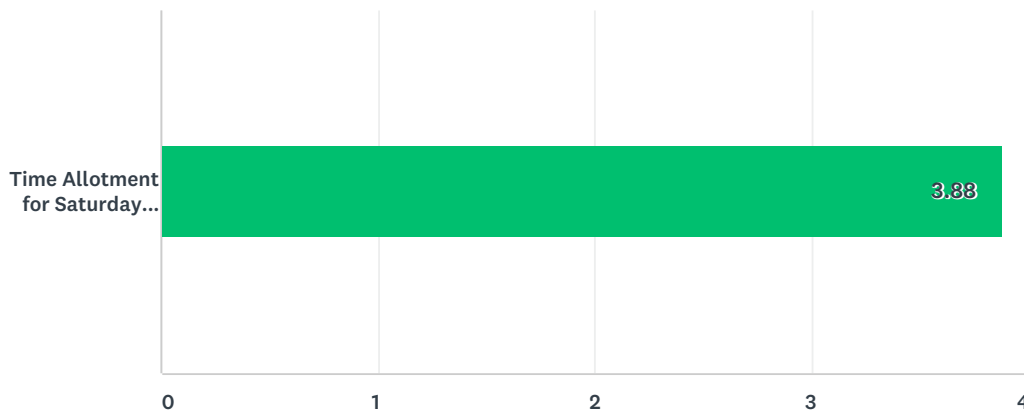
#	COMMENTS:	DATE
1	Pikes Peak RTA information was interesting, but could have been provided in much less time and in a much more beneficial way	9/8/2017 9:45 AM
2	The presenter at lunch may have been the expert on the topic, but he was woefully inadequate in preparation. He wasn't a great speaker, but that can be overcome with good materials. It seemed as if he had never seen his own presentation.	9/6/2017 7:47 AM
3	I thought only the lunch failed to provide meat and discussion but still if provided information and history that was helpful. The paired comparison exercise was the high point of the workshop.	9/5/2017 2:36 PM

2017 DRCOG Board Workshop

4	I found the voting on focus areas process a bit concerning. In some ways the voting technique is interesting and informative. However, I think it weights towards platitudes - broad true statements that might not be helpful criteria. Something is also lost from not having the on point discussion. It's a way to make the decision faster not better. I could see it used as a tool combined with broader discussion but that's not what I saw happening. I think a lot of board members are relieved to have the decisions made more quickly, particularly on a Saturday afternoon. However, if you compare the amount of time and conversation given to criteria in the last tip process to the one hour or so we spent, it's a bit strange. Also, I found the ranking of senior rides in the voting right after we had heard a presentation on the subject telling. I'm glad it ranked well but I think more discussion on all the issues, not just that one, was needed to flush things out before the vote.	9/4/2017 9:51 AM
5	I was a little lost in the Cool Tools section, but that was probably just because I'm a newer member of the board.	8/30/2017 7:37 AM
6	I really enjoyed the paired comparison exercise -- it helped a lot to set priorities without much stress or pain. Our speaker was not as well prepared as he could have been, and didn't ad lib well. It was informative, none the less.	8/29/2017 8:29 PM
7	Great exercise to prioritize TIP focus areas.	8/29/2017 1:39 PM
8	Lunch info was good but speaker was horrible in delivering it.	8/29/2017 1:12 PM
9	The strategic initiatives were not reviewed or highlighted in any fashion. In order to provide any kind of input, providing materials before the conference would be ideal. I would like the Cool tools part to either identify ways the tools can help communities or create a pilot project with a community to highlight how this information can be a benefit. PPACOG part would have been better if there was a board member or some type of mini panel for a Q and A.	8/29/2017 11:15 AM

Q7 The time allotted for Saturday sessions was appropriate.

Answered: 16 Skipped: 2

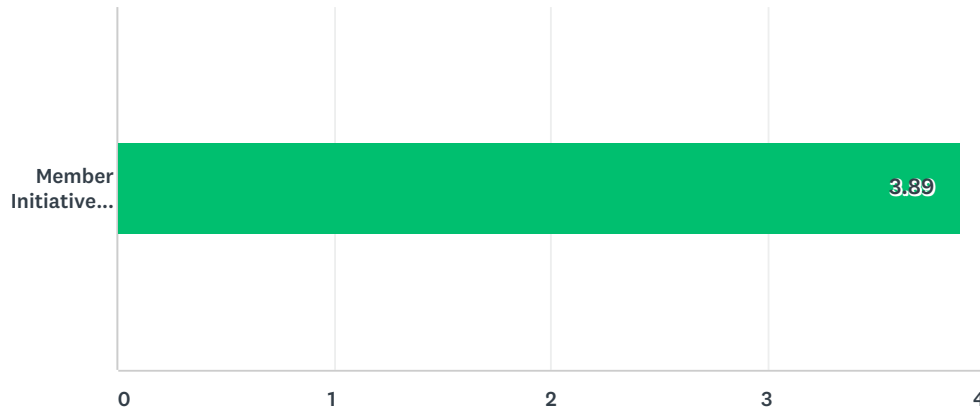


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Time Allotment for Saturday Sessions	87.50% 14	12.50% 2	0.00% 0	0.00% 0	0.00% 0	16	3.88

#	COMMENTS:	DATE
1	Nice that it got done faster than expected!	8/30/2017 7:37 AM
2	Nice to be ahead of schedule!	8/29/2017 1:39 PM
3	Focus areas seemed a little rushed due to scheduling change.	8/29/2017 11:15 AM

Q8 The posters brought by member jurisdictions explaining some of their most successful initiatives were interesting and informative.

Answered: 18 Skipped: 0



	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Member Initiative Posters	88.89% 16	11.11% 2	0.00% 0	0.00% 0	0.00% 0	18	3.89

#	COMMENTS:	DATE
1	Wish they had been left up until the end of the Saturday session, or displayed during Friday social time	9/8/2017 9:45 AM
2	Surprisingly good, and informative.	9/6/2017 7:47 AM
3	A very wide style of presentation, learned a lot.	9/5/2017 2:36 PM
4	You should have left them up longer.	9/4/2017 9:51 AM
5	Great participation, and lots of wonderful things are happening in our region.	8/29/2017 8:29 PM
6	The posters were informative. Maybe I will get my jurisdiction to submit one next year. I enjoyed seeing them.	8/29/2017 3:05 PM
7	Didn't get time to spend viewing many. Any chance they be turned into a pdf to share with everyone?	8/29/2017 1:39 PM
8	Please take photos and send them to us so we can read through them in a more leisurely fashion and share them with members who couldn't attend the retreat.	8/29/2017 1:12 PM

Q9 What were the most useful parts of the workshop?

Answered: 14 Skipped: 4

#	RESPONSES	DATE
1	TIP prioritization; AAA issues	9/8/2017 9:45 AM
2	To me, the TIP mini course, and the Hot/Cold exercise and the pairing comparison exercise.	9/5/2017 2:36 PM
3	Focus areas ranking.	9/5/2017 7:58 AM
4	Being able to ask clarifying questions during the sessions.	9/5/2017 6:28 AM
5	The some topics were talked about more than one time.	9/1/2017 1:18 PM
6	The mini session was great. I would attend more next year. I am very interested in the aging part of DRCOG now.	8/30/2017 7:37 AM
7	The pairing exercise was great, and I'll use the technique again. Thank you!	8/29/2017 8:29 PM
8	I believe the choice of the top 3 areas of focus seemed critical.	8/29/2017 7:09 PM
9	Networking with other DRCOG reps and staff.	8/29/2017 3:05 PM
10	Time spent carpooling with others from my area. Meeting staff. AAA presentation was great.	8/29/2017 1:39 PM
11	Social time, Jayla's presentation on AAA work, and discussion of TIP Focus Areas.	8/29/2017 1:12 PM
12	Networking	8/29/2017 11:15 AM
13	Up dates on aging, hearing about the new surveys of trouble areas.	8/29/2017 10:04 AM
14	The most useful part of the workshop is getting together to collaborate and visit amongst the staff and other Directors. Saturday's information was topnotch.	8/29/2017 9:48 AM

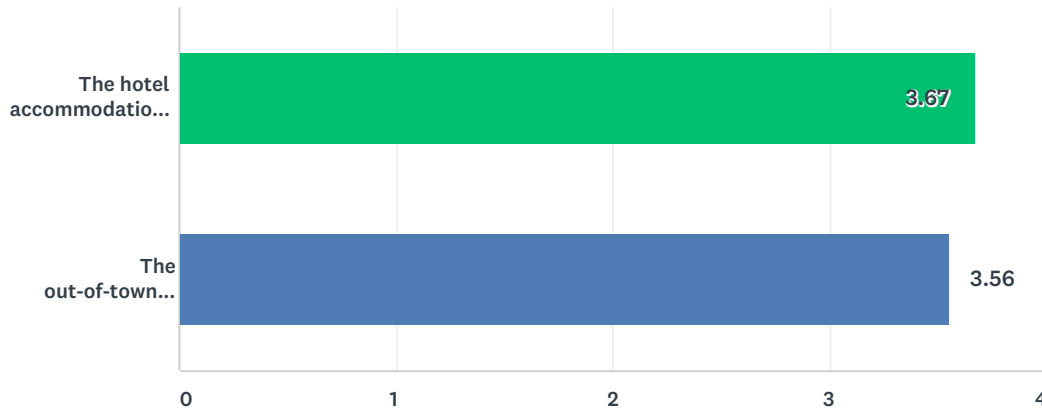
Q10 What were the least useful parts of the workshop?

Answered: 9 Skipped: 9

#	RESPONSES	DATE
1	Pikes Peak RTA	9/8/2017 9:45 AM
2	The luncheon program.	9/5/2017 2:36 PM
3	Honestly, the survey. The choices for either/or had some conflicts, therefore making choices was tough. Kinda forced consensus while there wasn't.	9/5/2017 6:28 AM
4	The lunch speaker	9/1/2017 1:18 PM
5	The Cool Tools.	8/30/2017 7:37 AM
6	The TIP discussion.	8/29/2017 3:05 PM
7	Nothing.	8/29/2017 1:39 PM
8	Strategic initiatives because there was no discussion, comparison to previous year or review of scorecard	8/29/2017 11:15 AM
9	I would have liked to have a better variety of dinner items provided to those of us that do not eat meat.	8/29/2017 9:48 AM

Q11 Workshop location - Marriott hotel - Colorado Springs

Answered: 18 Skipped: 0

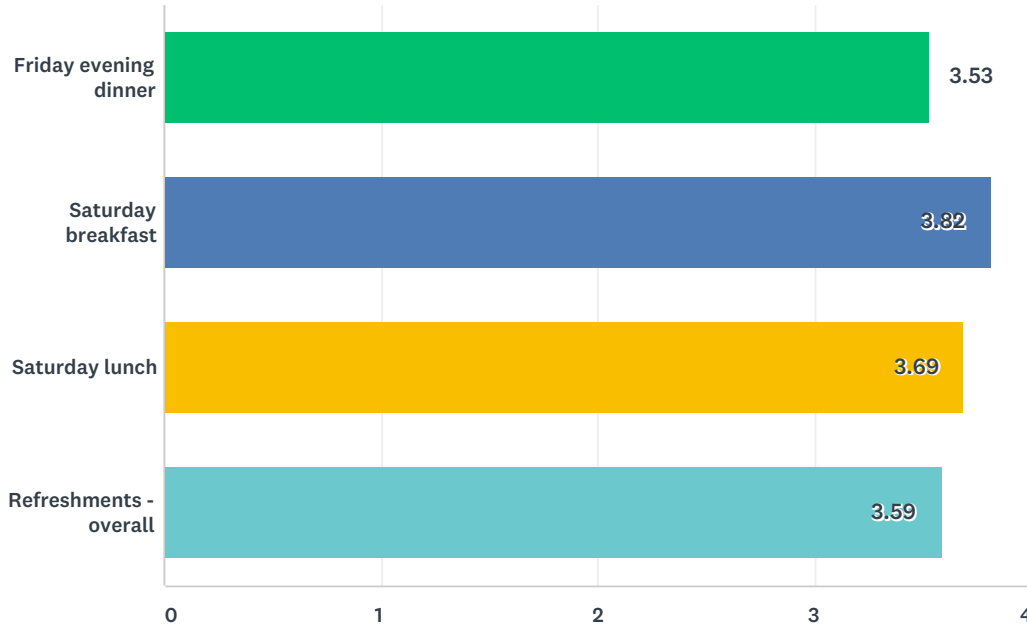


	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
The hotel accommodations were satisfactory.	72.22% 13	22.22% 4	5.56% 1	0.00% 0	0.00% 0	18	3.67
The out-of-town venue helped us better focus on the workshop topics.	61.11% 11	33.33% 6	5.56% 1	0.00% 0	0.00% 0	18	3.56

#	COMMENTS:	DATE
1	Hotel elevators were terrible, but the hotel facilities otherwise were good. Out of town venue is of GREAT benefit.	9/8/2017 9:45 AM
2	I would go there again or to a similar location. Getting out of town helps.	9/5/2017 2:36 PM
3	I preferred Breckenridge but I don't know the difference in cost.	9/4/2017 9:51 AM
4	The location facilitated attendance by south metro members; in the future, if we are going to discuss and give guidance on something as meaty as TIP focus areas, choose a more geographically central/neutral site.	8/29/2017 1:12 PM

Q12 The food and refreshments provided by the Marriott hotel - Colorado Springs were satisfactory.

Answered: 18 Skipped: 0



	TRUE	MORE TRUE THAN FALSE	MORE FALSE THAN TRUE	FALSE	N/A	TOTAL	WEIGHTED AVERAGE
Friday evening dinner	61.11% 11	22.22% 4	11.11% 2	0.00% 0	5.56% 1	18	3.53
Saturday breakfast	77.78% 14	16.67% 3	0.00% 0	0.00% 0	5.56% 1	18	3.82
Saturday lunch	64.71% 11	29.41% 5	0.00% 0	0.00% 0	5.88% 1	17	3.69
Refreshments - overall	58.82% 10	41.18% 7	0.00% 0	0.00% 0	0.00% 0	17	3.59

#	COMMENTS:	DATE
1	The food was good and actually better than expected.Even	9/5/2017 2:36 PM
2	I suggest coffee throughout the event, especially on Saturday morning.	8/29/2017 8:50 AM

Q13 Please list your top 3 recommendations for future Board workshop topics.

Answered: 4 Skipped: 14

#	RESPONSES	DATE
1	1. Even more involving AAA, most of our member are lacking on information and understanding of the part of DRCOG. 2. More work on the TIP process and other options we might want to consider or learn why they won't work as well. 3. Getting the individuals to talk more to people they don't already know well.	9/5/2017 2:36 PM
2	Do it in one day. Tackle difficult topics. That is what a retreat/workshop should do.	9/5/2017 6:28 AM
3	Showcase some case studies of transportation programs and projects that have excelled at meeting certain MetroVision metrics, like reducing VMT, enhancing mobility, etc. Jayla's presentation was great at educating board members and engaging them in issues re seniors. We need similar presentations that help create a board-wide understanding of best practices related to transportation.	8/29/2017 1:12 PM
4	Strategic initiative scorecard review, Metro Vision review of performance measures, TIP review of previous projects to determine success based on how they were selected (applies to new model, if selected), a look at other COGS - how they operate and how do they perform.	8/29/2017 11:15 AM

Q14 Please provide additional comments in the space below.

Answered: 3 Skipped: 15

#	RESPONSES	DATE
1	I think we are on track with the way we do the workshop and what we try to attain. Still room for growth and more ideas to further the improvement of DRCOG.	9/5/2017 2:36 PM
2	Excellent leadership. Thank you!	8/29/2017 7:09 PM
3	This workshop was a good opportunity to get to know other Commissioners and staff.	8/29/2017 3:05 PM

To: Chair and Members of the Performance & Engagement Committee

From: Douglas W. Rex, Executive Director
303-480-6721 or drex@drcog.org

Meeting Date	Agenda Category	Agenda Item #
March 7, 2018	Informational	7

SUBJECT

DRCOG Employee Engagement & Satisfaction Survey results.

PROPOSED ACTION/RECOMMENDATIONS

No action recommended, this item is for information only.

ACTION BY OTHERS

N/A

SUMMARY

The DRCOG Employee Engagement & Satisfaction survey is a feedback mechanism to allow DRCOG staff to voice opinions about their experience at DRCOG. There are eight sections in the survey and each item in the survey is scored on a 4-point scale.

In December of 2013, the first DRCOG Employee Engagement & Satisfaction Survey was completed by all DRCOG staff. The results were used to focus on improving the DRCOG culture and on an operational focus to improve work processes, among other areas. In 2014, we began sending the survey twice per year to half of DRCOG staff each time. As of January 2018, the survey is administered once per year for all DRCOG staff.

The employee survey will be used as a feedback source for the Executive Director's annual evaluation.

PREVIOUS DISCUSSIONS/ACTIONS

In the January 3, 2018 Performance & Engagement Committee meeting the committee discussed using the employee survey for the Executive Director's initial 6-9 month evaluation as well as in the annual evaluation. A target score was established at 3.2 or higher (on the 4-point scale) for the Executive Director section and the overall/rollup survey score. The employee survey tool was provided to members in February.

PROPOSED MOTION

N/A

ATTACHMENTS

DRCOG staff presentation on Employee Engagement & Satisfaction survey results

ADDITIONAL INFORMATION


Should you have any questions regarding this item, please contact Douglas W. Rex, Executive Director at 303-480-6721 or drex@drcog.org; or Jerry Stigall, at 303-480-6780 or jstigall@drcog.org.



Employee Survey Scoring

- Total number of respondents = **68**
- **4 point scale:** 1 = low, 4 = high
- **2.5 is midpoint of scale.**
 - Scores **above 2.5** = positive territory
 - Scores **below 2.5** = negative territory
- **Answer options:**
 - True
 - More True than False
 - More False than True
 - False

Note: From June 2014 – June 2017, survey was administered twice per year with ½ employees each time. Beginning January 2018, we are now administering it yearly to all employees.



Employee Survey Summary by Survey Period


About DRCOG

- June '17 – 3.32
- Dec '16 – 3.34
- June '16 – 3.26
- Dec '15 – 3.58
- June '15 – 3.34
- Dec '14 – 3.67
- June '14 – 3.4
- 2013 – 2.9

Jan 2018 – 3.29

Highest scored item: DRCOG's mission makes me feel that my job is important.– **3.72**

Lowest scored item: Processes used across and between divisions deliver in full and on time.– **2.94**



Employee Survey Summary by Survey Period


Work Group

- June '17 – 3.65
- Dec '16 – 3.77
- June '16 – 3.72
- Dec '15 – 3.68
- June '15 – 3.52
- Dec '14 – 3.67
- June '14 – 3.55
- 2013 – 3.54

Jan 2018 – 3.58

Highest scored item: I am treated with courtesy and respect by my team members. – **3.78**

Lowest scored item: Team members are held accountable for low performance. – **3.22**



Employee Survey Summary by Survey Period


Satisfaction

- June '17 – 3.54
- Dec '16 – 3.56
- June '16 – 3.45
- Dec '15 – 3.51
- June '15 – 3.46
- Dec '14 – 3.60
- June '14 – 3.38
- 2013 – 3.36

Jan 2018 – 3.47

Highest scored item: I would recommend DRCOG as a great place to work. -**3.61**

Lowest scored item: I would prefer to stay with DRCOG even if offered a similar job elsewhere. – **3.3**



Employee Survey Summary by Survey Period

Training and Resources

- June '17 – 3.34
- Dec '16 – 3.38
- June '16 – 3.29
- Dec '15 – 3.28
- June '15 – 3.26
- Dec '14 – 3.34
- June '14 – 3.20
- 2013 – 3.08

Jan 2018 – 3.29

Highest scored item: I have the opportunity to apply knowledge and skills learned in training. – **3.52**

Lowest scored item: I am satisfied with my opportunities for career growth at DRCOG. - **2.86**

Employee Survey Summary by Survey Period

Quality Services

- June '17 – 3.78
- Dec '16 – 3.79
- June '16 – 3.81
- Dec '15 – 3.60
- June '15 – 3.61
- Dec '14 – 3.65
- June '14 – 3.60
- 2013 – 3.43

Jan 2018 – 3.67

Highest scored item: We provide quality services to our external customers. – **3.76**

Lowest scored item: We provide quality services to our internal partners. – **3.67**

Employee Survey Summary by Survey Period

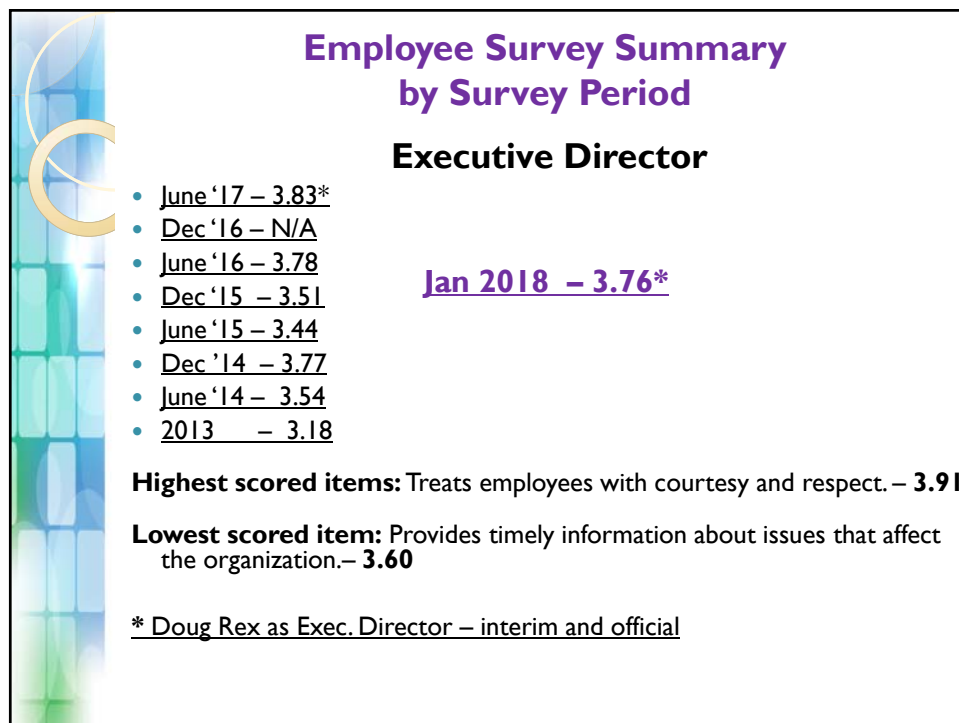
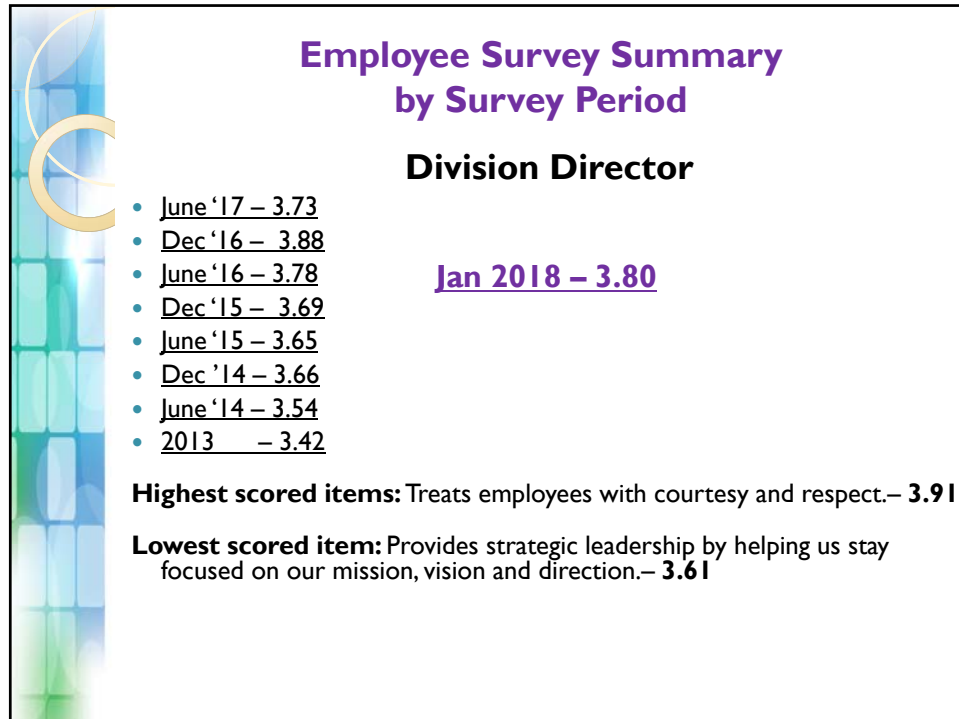
My Supervisor


- June '17 – 3.66
- Dec '16 – 3.83
- June '16 – 3.81
- Dec '15 – 3.67
- June '15 – 3.68
- Dec '14 – 3.66
- June '14 – 3.64
- 2013 – 3.61

Jan 2018 – 3.73

Highest scored items: Demonstrates ethical behavior and integrity. – **3.91**

Lowest scored item: Has helped facilitate my professional growth and development. – **3.52**





General Observations

- Improve communication.
- Culture is getting more collaborative; room to improve, however.
- Lessening concerns for taking reasonable risks on new ideas.
- Positive comments overall for working relationships among peer/work groups and the culture overall.