

AGENDA
PERFORMANCE AND ENGAGEMENT COMMITTEE
WEDNESDAY, October 19, 2022
→ 5:00 p.m. ←
VIDEO/WEB CONFERENCE
Denver, CO

1. Call to Order

CONSENT AGENDA

2. Move to Adopt the Consent Agenda
 - July 20, 2022 meeting summary
(Attachment A)

ACTION ITEMS

3. Select a representative to the Nominating Committee
(Attachment B) Douglas W. Rex, Executive Director

INFORMATIONAL BRIEFING

4. 2022 DRCOG Board Director Collaboration Assessment Survey Results
(Attachment C) Randy Arnold, Director, Human Resources

ADMINISTRATIVE ITEMS

5. Report of the Chair
6. Report of the Executive Director
7. Other Matters by Members
8. **Next Meeting – November 16, 2022**
9. Adjourn

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.



SUMMARY
PERFORMANCE AND ENGAGEMENT COMMITTEE
Wednesday, July 20, 2022

Members Present:

Wynne Shaw, Chair	Lone Tree
Steve O'Dorisio	Adams County
George Teal	Douglas County
Nicole Speer	Boulder
William Lindstedt	Broomfield
Steve Conklin	Edgewater
Jeslin Shahrezaei	Lakewood
Joan Peck	Longmont
Ashley Stolzmann	Louisville
John Diak	Parker
Bud Starker	Wheat Ridge

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

Chair Shaw called the meeting to order at 5:00 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:

- Summary of the June 15, 2022 Performance and Engagement Committee meeting.

Preparation of the 2022 DRCOG Board Director Collaboration Assessment

Executive Director Doug Rex provided a brief overview of the assessment to the directors. This assessment has been utilized as a feedback mechanism allowing directors to voice their opinions about their experience at DRCOG regarding collaborative work and the achievement of desired results. Once complete, a report is provided to this committee for initial review and discussion prior to it being delivered to the Board. Within the last year, committee members have discussed how they can reduce the length of the survey. ED Rex proposed suggested edits/deletions to the committee and members agreed to these modifications.

DRCOG's executive director 2021-2022 annual performance evaluation process

Randy Arnold provided a brief overview of the process to the committee. The executive director's employment evaluation typically occurs annually in October. In preparation for this year's executive director performance evaluation at the October P&E meeting, staff provided the committee with multiple documents for review:

- 2021-2022 executive director performance objectives. These performance objectives are the basis for the executive director's scorecard report

Performance and Engagement Committee Meeting Summary

July 20, 2022

Page 2

- Evaluation survey to be completed by the Board of Directors. Director Arnold proposed sending the performance evaluation to Board Directors in September.
- Evaluation survey for direct reports of the executive director.
- Evaluation survey for peer partners. The survey has been sent in the past to the directors of other MPOs along the front range, CDOT, RTD and E-470.

Report of the Chair

There was no report.

Report of the Executive Director

There was no report.

Other Matters by Members

There were no other matters.

Next Meeting – August 17, 2022

The meeting adjourned at 5:21 p.m.

ATTACH B

To: Chair and Members of the Performance & Engagement Committee

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

Meeting Date	Agenda Category	Agenda Item #
October 19, 2022	Action	3

SUBJECT

This action is related to selection of one member of the Performance and Engagement Committee to serve on the Nominating Committee

PROPOSED ACTION/RECOMMENDATIONS

Staff recommends the Performance and Engagement Committee select one (1) member to serve on the Nominating Committee in accordance with the Articles of Association.

ACTION BY OTHERS

N/A

SUMMARY

The *Articles of Association* state that “The Nominating Committee shall be appointed in November of each year and consist of member representatives herein designated: The Immediate Past Chair of the Board (or the Vice Chair if there is no Immediate Past Chair); one Board member representing the City and County of Denver; one member selected by the Performance & Engagement Committee ...; one member selected by the Finance & Budget Committee ...; one member selected by the Board; and one member selected by the Board Chair.” If more than one member expresses interest in serving, a ballot vote will be taken to select the Nominating Committee member.

At the January meeting each year, the Nominating Committee shall present to the Board nominations for Executive Committee members to be elected at the February meeting.

The Board has established the following guidelines to assist in selection of members of the Nominating Committee:

- Members of the Nominating Committee are not eligible to be nominated for a position on the Executive Committee (Board Officer) by the committee or from the floor.
- Members of the Nominating Committee shall have served not less than one year on the Board before being eligible to serve on the Nominating Committee.
- A designated alternate may not serve on the Nominating Committee.
- In the appointment of the Nominating Committee, consideration shall be given to providing representation of a broad cross-section of the Board, taking into account community size, geographic location, the rate of growth, county and municipality, rural and suburban and other factors.

PREVIOUS DISCUSSIONS/ACTIONS

N/A

Select Member to the Nominating Committee

October 19, 2022

Page 2

PROPOSED MOTION

Move to select one member of the Performance and Engagement Committee to the Nominating Committee

ATTACHMENTS

List of Eligible P&E Members (Will have served on the Board at least one year as of November 2022)

ADDITIONAL INFORMATION

If you need additional information, please contact Douglas W. Rex, Executive Director, at 303-480-6701 or drex@drcog.org; or Melinda Stevens, Board Coordinator, at 303-480-6744 or mstevens@drcog.org.

Eligible P&E Members

(Members who will have served on the Board at least one year as of November 2022)

Steve O'Dorisio
Commissioner
Adams County

Steve Conklin
Council Member
City of Edgewater

Bud Straker
Mayor
City of Wheat Ridge

John Diak
Council Member
Town of Parker

William Lindstedt
Council Member
City of Broomfield

Sarah Nurmela
Council Member
City of Westminster

Joan Peck
Council Member
City of Longmont

Ashley Stolzmann
Mayor
City of Louisville

Kevin Flynn
Council Member
City and County of Denver

Wynne Shaw*
Council Member
City of Lone Tree

George Teal
County Commissioner
Douglas County

Stephanie Walton
Council Member
City of Lafayette

*Committee chair 2022-2023

ATTACH C

To: Chair and Members of the Performance & Engagement Committee

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

Meeting Date	Agenda Category	Agenda Item #
October 19, 2022	Informational Briefing	4

SUBJECT

This item relates to the 2022 DRCOG Board Director Collaboration Assessment Survey Results

PROPOSED ACTION/RECOMMENDATIONS

N/A

ACTION BY OTHERS

N/A

SUMMARY

Since 2015, the DRCOG Board Collaboration Assessment has been utilized as a feedback mechanism allowing directors to voice their opinions about their experience at DRCOG as it relates to collaborative work and the achievement of desired results.

The 2022 survey concluded on August 29. At the October meeting, staff will provide a summary of the results and initiate a conversation with the committee about possible areas for improvement.

PREVIOUS DISCUSSIONS/ACTIONS

[July 20, 2022](#) - P&E Committee meeting

PROPOSED MOTION

N/A

ATTACHMENT

2022 DRCOG Board Director Collaboration Assessment Results

ADDITIONAL INFORMATION

If you have questions about the assessment, please contact Douglas W. Rex, Executive Director, at 303-480-6701 or drex@drcog.org; or Randy Arnold, Director, Human Resources, at 303-480-6709 or rarnold@drcog.org.