

BOARD APPROVED POLICY

EVALUATING DISTRICT EMPLOYEES

PURPOSE

This policy establishes the process and guidelines for an annual performance evaluation of the General Manager and other District employees and service providers.

EVALUATION

The purpose of each evaluation is to provide feedback and a forum for discussion of issues surrounding successful implementation of Board policies, goals and objectives. Specifically, the Board holds the General Manager accountable for achieving specific objectives approved by the Board. The General Manager works with other District employees and contracted service providers to accomplish the objectives.

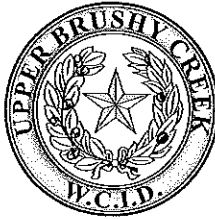
The Board shall annually evaluate the performance of the General Manager and others responsible for the business operations and activities of the organization. The General Manager will deliver his/her objectives for the coming year to the Board at each year's annual evaluation. The Board shall evaluate the general manager's execution of responsibilities, powers and duties delegated to the General Manager.

The General Manager shall annually prepare and present to the Board a written evaluation of the performance of all District employees, the general counsel, the District's engineer, and all other District consultants whose annual billings exceeded \$25,000.

EVALUATION PROCESS

The President of the Board of Directors will annually appoint an ad hoc committee to implement the evaluation process. The General Manager will provide the committee a written self-evaluation of her past fiscal year's performance. The committee shall solicit input from the remainder of the Board, from other District employees.

Annually, the committee shall review the General Manager's self-evaluation as well as input provided by others and then prepare a summary written evaluation of the last fiscal year, a recommendation regarding the goals for the coming fiscal year, and a recommendation regarding compensation. The committee must provide each Director a copy of the evaluation and any compensation recommendations. Except as otherwise required by law, the entire Board will meet with the General Manager in executive session to discuss her specific review and the written



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evaluation of the performance of all District employees, the general counsel, the District's engineer, and all other District contractors whose annual billings exceeded \$25,000. The Board shall vote in open session on the goals for the coming fiscal year and any adjustments in compensation. The Board shall also determine in open session whether specific contracts for service will be renewed.

EFFECTIVE DATE

This policy will become effective upon adoption by the Board of Directors.

DATED AT ROUND ROCK, TEXAS ON THIS _____ DAY OF MAY, 2012

A handwritten signature in black ink, appearing to read "Larry Quick", written over a horizontal line.

LARRY QUICK, President
Upper Brushy Creek
Water Control and Improvement District