

MEMORANDUM

TO: Executive Committee Members

FROM: Paul Gougelman, General Counsel

SUBJECT: Executive Director's
Evaluation for 2017

DATE: April 7, 2017

Below is the summary of ratings for Bob Kamm from each member of the Executive Committee. Where comments were made, I have included the comments for your consideration at the end of this memorandum, including recommendations regarding a bonus.

Section A. MEETING STRATEGIC GOALS (50%)

A. Improve regional planning and decision-making.

Meehan - Holton - Moore - Santiago - Young
5 5 5 5 5

B. Enhance Transportation System Performance

Meehan - Holton - Moore - Santiago - Young
5 5 5 5 5

C. Foster community enrichment, empowerment and engagement.

Meehan - Holton - Moore - Santiago - Young
5 5 5 5 5

D. Ensure the TPO is financially stable, soundly managed and staffed by competent, engaged professionals.

Meehan - Holton - Moore - Santiago - Young
5 5 5 5 5

Section B: FULFILLING POSITION REQUIREMENTS (50%)

1. Manage TPO Board and Committee Meetings.

Meehan - Holton - Moore - Santiago - Young
5 5 5 5 5

2. Fulfill Federal, State, SCTPO Requirements.

Meehan - Holton - Moore - Santiago - Young

5 5 5 5 5

3. Foster Intergovernmental Coordination.

Meehan - Holton - Moore - Santiago - Young

5 5 5 5 5

4. Implement *plans and programs*.

Meehan - Holton - Moore - Santiago - Young

5 5 5 5 5

5. Implement Priority Transportation Projects.

Meehan - Holton - Moore - Santiago - Young

5 5 5 5 5

6. Provide Capable Staff.

Meehan - Holton - Moore - Santiago - Young

5 5 5 5 5

7. Communicate With Elected Official, the Public, Agencies and the Media.

Meehan - Holton - Moore - Santiago - Young

5 5 5 5 5

RATER'S COMMENTS:

Moore: Mr. Kamm provided outstanding leadership - - He was and is highly respected in this field.

Holton: "Mr. Kamm typifies statesmanship and servant leadership. His integrity, dedication, preparation, deliberation and personification as a leader within the complicated nature of transportation planning - sets a new bar for current and future transportation Directors around Florida and our Nation. Of the many executive level government employees I have had the pleasure to work with, Mr. Kamm represents a pinnacle. The Space Coast TPO will greatly miss Mr. Kamm - fortunately he trained his

employees and his replacement well. I have great faith and expectations in the new Director and TPO staff, thanks to Mr Kamm. God Speed in your retirement Bob."

Santiago: Mr. Kamm has done an exceptional job at the SCTPO since I've been on the Board in 2013. He's worked hard for Brevard County and is a wealth of knowledge.

Meehan: Mr. Bob Kamm has done an outstanding job as Executive Director for the Space Coast TPO, as presented in the attached 2017 Performance Strategic Plan Report. Mr. Kamm demonstrates fair management, consistent leadership, and a commitment to supporting and training his employees with respect and integrity. Again, thank you for your leadership.

Overall Ratings:

Section A. MEETING STRATEGIC GOALS (50%)

Average = 5

Section B. FULFILLING POSITION REQUIREMENTS (50%)

Average = 5

Overall Average:

Section A. MEETING STRATEGIC GOALS (50%) - 5

Section B. FULFFILING POSITION REQUIREMENTS (50%) - 5

Overall Average - 5

According to the rating scale, "above satisfactory" is equal to an overall average of 4 points, and "outstanding" is equal to a perfect score of 5 points. 5 points would be difficult to attain and would require every rater to score every category as a "5." Mr. Kamm's rating of 5 is as a performer "outstanding.

RECOMMENDATION FOR PAY ADJUSTMENT:

Holton: "Perhaps an amount based on the years of service? For example, 30 years times \$XYZ a year would be \$XYZ. I am a fiscal conservative, but no Scrooge when it comes to recognizing and incentivising productive work performance, especially in the public sector. I look forward to

discussing an appropriate amount. We are talking about tax dollars, so must be transparent, and the amount must be justified to the public we serve. Certainly, Mr. Kamm deserves more than a cliché of the cost of a designer watch for his decades of honorable service. My recommended floor is \$250 per year of service and ceiling is \$1,000 per year of service."

Meehan: No recommendation made.

Moore: No recommendation made.

Santiago: No recommendation made.

Young: No recommendation made.

This issue will need to be discussed at the upcoming Executive Board meeting.