

Legislation Text

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Executive Director Performance Evaluation - Sashko

In accordance with the Performance Evaluation and Staff Competency and Skill Assessment Policies of the Lake County Health Department and Community Health Center (LCHD/CHC), in conjunction with the requirements of the Health Resources & Services Administration (HRSA) operation of Federally Qualified Health Centers (FQHC) Program Compliance standards, each year the Executive Director/CEO is required to receive a competency evaluation covering the performance for the past year. The process is managed by the Executive Committee of the Board of Health, the Board of Health, and the Executive Committee of the Governing Council and the Governing Council. The evaluation of Executive Director Mark Pfister was delayed due to the operational needs of our COVID-19 pandemic response and was recently completed. The President of the Board of Health provided documentation to each entity and coordinated the overall process. In September the Chair of the Governing Council and the Board of Health President met to finalize the documentation after receiving feedback from each Executive Committee.

The review provided a final composite score of 5.221 on a scale of 6 covering 14 Core Competencies in conjunction with the evaluation of 17 Goals and Objectives established for calendar year 2020. The Goals and Objectives established for Executive Director Pfister for the period of January 1, 2020 - December 31, 2020, as well as the established goals for calendar year 2021 as a result of the review, are attached for Board of Health approval and will be subsequently approved by the Governing Council at their next regular meeting on November 9, 2021. Without question Executive Director Pfister was extremely successful during what could be viewed as one of the most challenging and difficult years in the history of LCHD/CHC. Those challenges were met with a very well established and focused leadership model that was the result of Executive Director Pfister's unending and unwavering energy, focus, vision, and attention to detail throughout the year. His support of his leadership team and the overall collegial nature of our operations contributed to what we all can call a very successful year regardless of the pandemic. Executive Director Pfister is to be commended for his great work, senior leadership development and commitment to the mission and vision of our organization for all those who live, work and play in Lake County.

Based on this performance and the County Policy regarding compensation, Executive Director Pfister has received the 3% increase in salary pro-rated for a period of 6-months approved by the County Board.

To approve the annual performance evaluation of Executive Director Pfister for the period of January 1, 2020 - December 31, 2020, along with the established goals for the period of January 1, 2021 - December 31, 2021, with the sincere appreciation of the Board of Health for providing exemplary leadership and service to our organization.