
LCRA BOARD POLICY

107 – PROCESS OF EVALUATING THE GENERAL MANAGER/CHIEF EXECUTIVE OFFICER AND GENERAL AUDITOR

Dec. 10, 2024

107.10 PURPOSE

This policy establishes the process and guidelines for an annual performance evaluation of the LCRA Board of Directors' direct reports, which include the general manager (GM)/CEO and the general auditor.

107.20 EVALUATION

The purpose of each evaluation is to provide feedback and a forum for discussion between the Board and the Board's direct reports about performance related to Board policies, goals and objectives. The evaluation also serves as a forum to set future goals and objectives.

107.201 GM/CEO: The Board annually will evaluate the performance of the general manager as the chief executive officer responsible for the business operations and activities of the organization.

107.202 General Auditor: The Board annually will evaluate the performance of the general auditor.

107.30 EVALUATION PROCESS

The Executive Committee of the Board will implement the review process for the GM/CEO. The Audit and Risk Committee will implement the review process for the general auditor. The GM/CEO and general auditor each will provide the respective committees a written self-evaluation of their past fiscal year's performance and proposed goals for the next year. The committees will solicit input from the remainder of the Board and may solicit input from the LCRA staff reporting directly to the GM/CEO or general auditor. The GM/CEO will provide feedback to the Audit and Risk Committee related to the performance of the general auditor.

Annually, the committees will share with the Board a summary of performance feedback received and make recommendations regarding the goals for the coming fiscal year and compensation. Except as otherwise required by law, the Board will meet with each direct report in executive session to discuss each specific review. The Board will vote in open session on the goals for the coming fiscal year and any adjustments in compensation.

107.40 AUTHORITY

LCRA enabling legislation, Texas Special District Local Laws Code, Chapter 8503
LCRA bylaws, sections 3.02 and 4.02

EFFECTIVE: Feb. 20, 1997. Amended June 21, 2000; Sept. 17, 2003; Sept. 17, 2008;
June 15, 2011; Aug. 15, 2012; Sept. 21, 2016; and Dec. 10, 2024.