

Board Report Evaluations

2021

SUMMARY OF MERIT SCORING CRITERIA

Score	Merit
45-50	3%
37 - 44	2%
27 - 36	1%
<27	0

CHIEF COMPLIANCE OFFICER– FY2021 EVALUATION

BRIAN KOZIK'S PERFORMANCE APPRAISAL SUMMARY (Board Of Commissioners)

	Exceptional Service	Collaborative Team	Accountability for Positive Outcomes	Fostering Innovation	Valuing Employee Family & Community	Strategy & Planning	Operations/ Management	Leadership	Financial Management	Human Resources	Average PA Score	Total PA Score
Chair Angier	5	5	3	3	3	3	3	5	3	5	3.8	38
Vice Chair Waugh	3	3	3	3	3	3	5	3	3	3	3.2	32
Secretary/Treasurer Pernicano	5	5	5	3	3	3	5	5	3	3	4	40
Commissioner Berry	3	5	3	5	5	3	3	5	3	3	3.8	38
Commissioner Gregoire Stamper	5	5	3	3	3	3	3	5	3	3	3.6	36
Commissioner Hage	5	5	5	5	5	5	5	5	5	5	5	50
Commissioner Williams	5	5	3	5	5	3	3	5	3	3	4	40
AVERAGE	4.4	4.7	3.6	3.9	3.9	3.3	3.9	4.7	3.3	3.6	3.9	39.1 (39)
SELF EVALUATION	5	5	3	3	3	3	3	5	3	3	3.6	36

CHIEF COMPLIANCE OFFICER – FY2021 Market Compensation

All compensation values shown in \$000s.

Executive Position	Incumbent	Base Salary	Market Composite				Variance			
			25th %ile	50th %ile	65th %ile	75th %ile	25th %ile	50th %ile	65th %ile	75th %ile
PRESIDENT/CEO	STRUM, SHANE	\$920	\$896	\$1,011	\$1,099	\$1,157	3%	-9%	-16%	-21%
GENERAL COUNSEL	EPSTEIN, LINDA J.	\$445	\$350	\$416	\$454	\$479	27%	7%	-2%	-7%
SVP, COMPLIANCE & PRIVACY	KOZIK, BRIAN W.	\$253	\$198	\$233	\$252	\$265	28%	9%	0%	-5%
CHIEF INTERNAL AUDITOR	VACANT	–	\$181	\$209	\$222	\$231	–	–	–	–

Merit Increase				
Current	1%	2%	3%	65th
\$ 252,824.00	\$ 255,361.60	\$ 257,878.40	\$ 260,416.00	\$ 252,000.00
Comparison to 65th	1.3%	2.3%	3.3%	

GENERAL COUNSEL – FY2021 EVALUATION

LINDA EPSTEIN'S PERFORMANCE APPRAISAL SUMMARY (Board Of Commissioners)

	Exceptional Service	Collaborative Team	Accountability for Positive Outcomes	Fostering Innovation	Valuing Employee Family & Community	Strategy & Planning	Operations/ Management	Leadership	Financial Management	Human Resources	Average PA Score	Total PA Score
Chair Angier	5	5	5	3	5	5	5	5	5	5	4.8	48
Vice Chair Waugh	5	5	5	3	5	5	3	5	5	5	4.6	46
Secretary/Treasurer Pernicano	5	5	5	5	3	5	5	5	5	5	4.8	48
Commissioner Berry	5	5	3	3	3	5	5	5	5	5	4.6	46
Commissioner Gregoire Stamper	5	5	5	3	5	5	5	5	5	5	4.8	48
Commissioner Hage	5	5	5	5	5	5	5	5	5	5	5.0	50
Commissioner Williams	5	5	5	5	5	5	5	5	5	5	5.0	50
AVERAGE	5.0	5.0	5.0	3.9	4.4	5.0	4.7	5.0	5.0	5.0	4.8	48.0 (48)
SELF EVALUATION	5	5	5	3	3	5	5	5	5	5	4.6	46

GENERAL COUNSEL – FY2021 Market Compensation

All compensation values shown in \$000s.

Executive Position	Incumbent	Base Salary	Market Composite				Variance			
			25th %ile	50th %ile	65th %ile	75th %ile	25th %ile	50th %ile	65th %ile	75th %ile
PRESIDENT/CEO	STRUM, SHANE	\$920	\$896	\$1,011	\$1,099	\$1,157	3%	-9%	-16%	-21%
GENERAL COUNSEL	EPSTEIN, LINDA J.	\$445	\$350	\$416	\$454	\$479	27%	7%	-2%	-7%
SVP, COMPLIANCE & PRIVACY	KOZIK, BRIAN W.	\$253	\$198	\$233	\$252	\$265	28%	9%	0%	-5%
CHIEF INTERNAL AUDITOR	VACANT	–	\$181	\$209	\$222	\$231	--	--	--	--

Merit Increase				
Current	1%	2%	3%	65th
\$ 445,452.80	\$ 449,904.00	\$ 454,355.20	\$ 458,806.40	\$ 454,000.00
Comparison to 65th	-0.9%	0.1%	1.1%	

PRESIDENT & CEO – FY2021 EVALUATION

SHANE STRUM'S PERFORMANCE APPRAISAL SUMMARY (Board Of Commissioners)

	Exceptional Service	Collaborative Team	Accountability for Positive Outcomes	Fostering Innovation	Valuing Employee Family & Community	Strategy & Planning	Operations/ Management	Leadership	Financial Management	Human Resources	Average PA Score	Total PA Score
Chair Angier	5	5	3	5	5	5	5	5	5	5	4.8	48
Vice Chair Waugh	5	5	3	3	5	3	5	5	5	5	4.4	44
Secretary/Treasurer Pernicano	5	5	5	3	5	5	5	5	3	5	4.6	46
Commissioner Berry	3	5	3	5	5	5	5	5	5	5	4.6	46
Commissioner Gregoire Stamper	5	5	5	5	5	5	5	5	5	5	5.0	50
Commissioner Hage	5	5	5	5	5	5	5	5	5	5	5.0	50
Commissioner Williams	5	5	5	3	5	5	5	5	5	5	4.8	48
AVERAGE	4.7	5.0	4.1	4.1	5.0	4.7	5.0	5.0	4.7	5.0	4.7	47.4 (47)
SELF EVALUATION	5	5	3	3	5	5	5	5	5	5	4.6	46

PRESIDENT & CEO – FY2021 Market Compensation

All compensation values shown in \$000s.

Executive Position	Incumbent	Base Salary	Market Composite				Variance			
			25th %ile	50th %ile	65th %ile	75th %ile	25th %ile	50th %ile	65th %ile	75th %ile
PRESIDENT/CEO	STRUM, SHANE	\$920	\$896	\$1,011	\$1,099	\$1,157	3%	-9%	-16%	-21%
GENERAL COUNSEL	EPSTEIN, LINDA J.	\$445	\$350	\$416	\$454	\$479	27%	7%	-2%	-7%
SVP, COMPLIANCE & PRIVACY	KOZIK, BRIAN W.	\$253	\$198	\$233	\$252	\$265	28%	9%	0%	-5%
CHIEF INTERNAL AUDITOR	VACANT	—	\$181	\$209	\$222	\$231	--	--	--	--

Merit Increase				
Current	1%	2%	3%	65th
\$ 920,005.00	\$ 929,198.40	\$ 938,412.80	\$ 947,606.40	\$ 1,099,000.00
Comparison to 65th	-15.5%	-14.6%	-13.8%	

APPENDIX

CHIEF COMPLIANCE OFFICER – 2020 EVALUATION

BRIAN KOZIK'S PERFORMANCE APPRAISAL SUMMARY (Board Of Commissioners)

	Exceptional Service	Collaborative Team	Accountability for Positive Outcomes	Fostering Innovation	Valuing Employee Family & Community	Strategy & Planning	Operations/Management	Leadership	Financial Management	Human Resources	Average PA Score	Total PA Score
Commissioner Angier	5	5	5	3	3	5	5	5	3	5	4.4	44
Commissioner Berry	3	5	3	3	5	3	3	5	5	5	4.0	40
Commissioner Gregoire	5	5	5	5	5	5	5	5	3	5	4.8	48
Commissioner Ure	5	5	3	3	3	3	3	5	3	3	3.6	36
Commissioner Waugh	5	5	3	3	3	3	3	5	3	3	3.6	36
AVERAGE	4.6	5.0	3.8	3.4	3.8	3.8	3.8	5.0	3.4	4.2	4.1	40.8
SELF EVALUATION	5	5	3	3	3	3	3	5	3	3	3.6	36

GENERAL COUNSEL – 2020 EVALUATION

LINDA EPSTEIN'S PERFORMANCE APPRAISAL SUMMARY (Board Of Commissioners)												
	Exceptional Service	Collaborative Team	Accountability for Positive Outcomes	Fostering Innovation	Valuing Employee Family & Community	Strategy & Planning	Operations/ Management	Leadership	Financial Management	Human Resources	Average PA Score	Total PA Score
Commissioner Angier	5	5	5	3	5	5	5	5	5	3	4.6	46
Commissioner Berry	5	5	5	5	5	5	5	5	5	5	5.0	50
Commissioner Gregoire	5	5	5	5	5	5	5	5	5	5	5.0	50
Commissioner Ure	5	5	3	3	3	3	3	3	5	3	3.6	36
Commissioner Waugh	3	5	5	3	3	5	5	5	5	3	4.2	42
AVERAGE	4.5	5.0	4.5	4.0	4.0	4.5	4.5	4.5	5.0	4.0	4.5	44.8 (45)
SELF EVALUATION	5	5	5	3	3	5	5	5	5	3	4.4	44