Executive Gifts

• Evaluation
• No inconsistencies
• Acknowledgment only gifts would be Canucks tickets from Student Care
  – Contract already signed
Oversight Overhaul
Currently

- $5,000 Incentive
- Incentive Based On:
  - 70% Goals
  - 20% Duties
  - 10% Meeting Attendance
Issues

- Punishment Not Reward
- Monetary Influence
- Lack of Time/Commitment
- No Set Structure
- Potential for Legal Issues with Values Reviews

Reviews

- Complaints
- Not an Efficient Performance Review
- Altering Goals
- PAI Timeline
Proposal

• $5,000 Incentive

• Incentive Based On:
  – 40% Duties
  – 30% Meeting Attendance
  – 30% Submission and Updates on Goals

• Incentive Not Based On:
  – Achievement of Goals
    • Replaced with reports to Council
QUESTIONS?