

**GILSTRAP Zoanne M**

W. T. B.

**From:** KLETZOK Melinda [Melinda.KLETZOK@Co.Benton.OR.US]  
**Sent:** Tuesday, December 06, 2005 9:45 AM  
**To:** GILSTRAP Zoanne M  
**Subject:** BVV's eval

EMPLOYEE FEEDBACK FORM

ANNUAL EVALUATION FOR: Bill Van Vactor

FORM COMPLETED BY: Melinda Kletzok

(Your Name)

A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:

1. Keen awareness of issues and ability to problem solve complex situations
2. Maintains positive and proactive communications with internal and external contacts
3. Openness to new ideas and positive communications style with employees

B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.

1. None noted. There are several budget staff vacancies and he doesn't have an office assistant. With the current workload, he could use these
- 2.
- 3.

C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards? High: he has allocated a healthy amount of staff time and attention to these issues and is a champion of moving forward. He encourages his CAO staff to be involved and take training.

D. Other Comments: Bill has a workload of immense magnitude, with many expectations attached, yet while he juggles his many responsibilities, he manages to maintain a positive work environment. Bill is a pleasure to work around and he has the respect of his employees.

Melinda Kletzok, APR  
Public Information  
Benton County Government  
408 SW Monroe Ave., Suite 111  
Corvallis, OR 97339-3020

(541) 766-6082 (Benton County, Mondays)  
(541) 682.3747 (Lane County, Tues. - Fri.)  
Pager (541) 341.2483

Making Benton County a Better Place to Live

**GILSTRAP Zoanne M**

---

**From:** SMITH Lisa D  
**Sent:** Saturday, December 03, 2005 9:50 AM  
**To:** GILSTRAP Zoanne M  
**Subject:** RE: Bill Van Vactor's Evaluation

My responses are below.

---

**From:** GILSTRAP Zoanne M  
**Sent:** Wed 11/23/2005 3:11 PM  
**To:** \*LC Department Directors; \*LC County Administration; UTECHT Greta L  
**Cc:** MORRISON Anna M  
**Subject:** Bill Van Vactor's Evaluation

Hello All,

I scheduled Bill Van Vactor's evaluation with the Board for Wednesday, December 14. Instead of asking you to complete the usual long version, I am using a shortened format this year as requested by Commissioner Morrison. Please take a few minutes to share your thoughts about Bill's performance, which will be included in a packet prepared for the Board of Commissioners. Feel free to use the format below or send your comments in your own format. You can also give me a call at x3690 or drop by my office.

**RESPONSE DUE BY 5 PM, TUESDAY, DECEMBER 6th.**

Thanks.

---

**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:**       Lisa Smith        
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Creative Problem Solving - Instead of staying with the existing paradigm, Mr. VanVactor truly looked outside the box in dealing with the AFSCME Contract negotiations. Both sides came away from the process with a renewed respect for the other and felt that a fair and equitable result had been achieved.
2. Tenacity - Mr. VanVactor's continued perseverance of a solution for the public safety funding crisis is a prime example of this tenacity. There were a least a dozen times when the entire project could've been derailed, but he did not let that dissuade him.
3. Assertiveness - During the Public Safety Service District process, the Public Safety Task Force process

12/5/2005

and the AFSCME negotiations process, Lane County was subjected to considerable scrutiny. Mr. VanVactor did not shy away from this and made sure that a full exposure of the facts were given. He also made sure that the overall vision and message was always in full view.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. I am not able to identify specific areas of improvement.
  
- 2.
  
- 3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

Good. The introduction of evaluating diversity and cultural competency on yearly performance evaluations is a major step towards holding the entire Lane County organization accountable for this critical issue.

**D. Other Comments**

This has been an especially gratifying year to be a member of the Lane County Leadership Team. The solution-focused approach that Mr. VanVactor has lead has also brought a unity to the Department Heads. As a result, a lot of positive accomplishments have occurred in Lane County Government.

## EMPLOYEE FEEDBACK FORM

ANNUAL EVALUATION FOR: Bill Van Vactor December, 2005

FORM COMPLETED BY: Teresa Wilson  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. His ability to discern the issues that are critical to each Commissioner so that he can present viable options on controversial matters that will assist the Board in problem-solving.
2. His consistent care and concern for the employees of this organization, and for the organization itself.
3. His sense of humor, perspective and balance.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. I can think of no particular recommendation, other than to continue his fine work.
- 2.
- 3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

Outstanding! Bill personally is committed to the goals and standards; he makes great effort to improve his own cultural competency, thereby setting a strong example for the organization. He is persistent in moving the County's diversity plans forward within available resources and in searching for ways to make more resources available.

**D. Other Comments**

**GILSTRAP Zoanne M**

---

**From:** GARNICK Dave L  
**Sent:** Monday, December 05, 2005 4:12 PM  
**To:** GILSTRAP Zoanne M  
**Subject:** RE: Bill Van Vactor's Evaluation

Here you go.

-----  
**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:**  Dave Garnick  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Has best interests of Lane County at heart.
2. Is a forward thinker planning ahead for the next move.
3. Thoughtful and deliberate when recommending a course of action.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. Expand outreach to employees on public safety tax measure issue - this will emphasize its importance to them.
2. Postpone retirement for as long as possible.
- 3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

I know Bill is a strong supporter of both but I don't know enough to say where he is on achieving them.

**D. Other Comments**

This is a serious time with alot of hard work ahead of us. We need Bill's dedication and steadfastness to help get us through.

**GREEN Bobby**

**From:** GILSTRAP Zoanne M  
**Sent:** Monday, December 05, 2005 4:02 PM  
**To:** \*LC Department Directors; \*LC County Administration; UTECHT Greta L; \*LC Board of County Commissioners  
**Subject:** Bill Van Vactor's Evaluation

**REMINDER - PLEASE RESPOND BY 5:00 P.M. TOMORROW**

Hello All,

I scheduled Bill Van Vactor's evaluation with the Board for Wednesday, December 14. Instead of asking you to complete the usual long version, I am using a shortened format this year as requested by Commissioner Morrison. Please take a few minutes to share your thoughts about Bill's performance, which will be included in a packet prepared for the Board of Commissioners. Feel free to use the format below or send your comments in your own format. You can also give me a call at x3690 or drop by my office.

**RESPONSE DUE BY 5 PM, TUESDAY, DECEMBER 6th.**

Thanks.

**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:** Bobby Green, Jr.  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. *Integrity*
2. *Loyal*
3. *Champion of Lane County government/organization.*

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. *Mentor someone to consider county administration as a career path.*
2. *Remind BCC more often of "unintended consequences" even when we don't listen!*
3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

*BVV has shown tremendous growth in this area and he continues to be a leader in this organization.*

**D. Other Comments**

*Excellent work in difficult times!  
Rate: 9*

**GILSTRAP Zoanne M**

---

**From:** UTECHT Greta L  
**Sent:** Tuesday, December 06, 2005 9:57 AM  
**To:** GILSTRAP Zoanne M  
**Subject:** FW: Bill Van Vactor's Evaluation

-----  
**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:** Greta Utecht  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Knowledge of Lane County, its politics, history and how all the personalities and pieces come together. He knows how to get things done and is a master at balancing the different agendas.
2. His likeability quotient: He is kind, honest, intelligent, highly ethical and completely committed to Lane County and those qualities are hard for most folks to resist. Even when I don't agree with him, I always understand where he is coming from.
3. His willingness to give others the benefit of his wisdom in a very appropriate and self-effacing way. And his tendency to be right 99% of the time.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. Having critical conversations with others in a clear, non-sarcastic manner.
2. Continuing to improve his public speaking style so that he is less apologetic and more assertive. Bill has made great strides in the past couple of years and I hope to see it continue!
3. Continuing to take personal risks by being more public about his values & goals for the County and pushing ahead even when he suspects he may have opposition.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

Bill has been a champion in this regard and continues to drive the organization into the 21st century!

**D. Other Comments**

I know that Bill is considering retirement in the next few years, but I hope that he will continue to delay that decision. Over the past two years, Bill has "come into his own" with regard to his role in the County, and has pushed past his own self-imposed limits to achieve very tangible rewards for us. In particular, his willingness to try a different model with union negotiations this past year has transformed our relationship with our largest bargaining unit. Finally, I appreciate Bill's ability to change his mind and re-examine a position or attitude he preciously held. Bill has become a mentor to me and I don't use that term lightly--he is one of only two people I'd apply it to.

## GILSTRAP Zoanne M

---

**From:** MOODY Christine M  
**Sent:** Tuesday, December 06, 2005 12:54 PM  
**To:** GILSTRAP Zoanne M  
**Subject:** FW: Bill Van Vactor's Evaluation

---

### EMPLOYEE FEEDBACK FORM

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:** Christine Moody  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Willingness to hear new thoughts and ideas.
2. Leads by example - always willing to do any task required.
3. Encouraging his employees to better themselves through education and committees.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. Continue to push for new solutions to old problems - such as structural deficit. (Great strides made this year!) Even when things have been tried before, new people & circumstances can produce different results.
2. Clone himself!

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

Very high. Bill has served on various diversity committees and encourages others to get involved. He truly cares about how the county stands with regard to employee v. population ratios in an effort to have our workforce truly represent our citizens.

**D. Other Comments**

I believe Bill is a one of a kind County Administrator. He works hard to serve both the citizens and his employees and he has truly made a difference in the lives of many...making Lane County a better place to live and work!



**GILSTRAP Zoanne M**

---

**From:** BIEDA Tony S  
**Sent:** Tuesday, December 06, 2005 10:28 AM  
**To:** GILSTRAP Zoanne M  
**Subject:** RE: Bill Van Vactor's Evaluation

---

**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:** Anthony Bieda  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Analytical. Provides strong perspective on policy implications of various proposals, from legal, political, operational and budgetary standpoints.
2. Inclusive. Enlists participation from broad array of expertise to arrive at comprehensive, integrated solutions.
3. Good communicator. Conveys information, perspective and sentiments in real time, with respect and clarity.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. Keep doing what he is doing.
- 2.
- 3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

No complaints, but no basis to compare either.

**D. Other Comments**

Patience and persistence on public safety solution has set the bar higher for all dept. heads and staff. BVV has been at the heart of driving the process forward.

**STEWART Faye H**

---

**From:** GILSTRAP Zoanne M  
**Sent:** Monday, December 05, 2005 4:02 PM  
**To:** \*LC Department Directors; \*LC County Administration; UTECHT Greta L; \*LC Board of County Commissioners  
**Subject:** Bill Van Vactor's Evaluation

**REMINDER - PLEASE RESPOND BY 5:00 P.M. TOMORROW**

Hello All,

I scheduled Bill Van Vactor's evaluation with the Board for Wednesday, December 14. Instead of asking you to complete the usual long version, I am using a shortened format this year as requested by Commissioner Morrison. Please take a few minutes to share your thoughts about Bill's performance, which will be included in a packet prepared for the Board of Commissioners. Feel free to use the format below or send your comments in your own format. You can also give me a call at x3690 or drop by my office.

**RESPONSE DUE BY 5 PM, TUESDAY, DECEMBER 6th.**

Thanks.

---

**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:** Faye Stewart  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Dedicated to Lane County and providing the best services possible to the citizens of L.C.
2. Experience & Knowledge. His ability to look at past experience and use that in making recommendations.
3. Open door policy. - I feel comfortable talking with Bill at any time and any subject.

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

- 1.
- 2.
- 3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

I would rate Bill High. The diversity plan and goals were updated and all departments are reporting on how they're meeting the goals & standards

**D. Other Comments**

I can't thank Bill enough for helping me in my Commissioner job and giving me the tools and confidence to serve Lane County.

**GILSTRAP Zoanne M**

---

**From:** GILSTRAP Zoanne M  
**Sent:** Monday, December 05, 2005 4:02 PM  
**To:** \*LC Department Directors; \*LC County Administration; UTECHT Greta L; \*LC Board of County Commissioners  
**Subject:** Bill Van Vactor's Evaluation

-----  
**EMPLOYEE FEEDBACK FORM**

**ANNUAL EVALUATION FOR:** Bill Van Vactor

**FORM COMPLETED BY:** \_\_\_\_\_

*Zoanne Gilstrap*  
(Your Name)

**A. Please list Bill's most outstanding qualities with regard to his overall effectiveness:**

1. Problem Solving
2. Leadership
3. Dedication and Commitment to Lane County and to the employees of Lane County

**B. Please describe, in order of importance, the three most important things Bill could improve upon in order to increase his overall effectiveness.**

1. Forget all thoughts of retirement!
- 2.
- 3.

**C. How would you rate Bill's progress on meeting diversity goals and cultural competency standards?**

Exceptional. Bill is very supportive and committed to diversity and cultural competency. While he admits he has a lot to learn (don't we all), he takes every opportunity to attend trainings and promote training to employees. He isn't just talking the talk. In addition to his involvement at Lane County, he is also a member of the interagency committee IDEC and was on a subcommittee of that group. He also volunteered to join a group (Circle Studies) outside of Lane County and on his own time. I have heard several people compliment the work Bill has done and express respect for his commitment to diversity and cultural competency.

**D. Other Comments**