

PREFACE

Pursuant to Title 5 Guam Code Annotated, Chapter 43, Section 43202 – **Performance Reviews of Agency Heads**. “The governing Boards for all agencies, instrumentalities, or entities *shall* issue performance reviews of the Chief Executive selected for that agency six (6) months after appointment of the said Chief Executive and every twelve (12) months thereafter that the Chief Executive is retained by the Governing Board. Each performance review *shall* document the Chief Executive’s performance, accomplishments, and the respective Governing Board’s reasons for retaining the said Chief Executive.”



GHURA

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Summary of Executive Management Performance Evaluation (EMPE) for

Ray S. Topasna –Executive Director

Review Period: 1/11/19 – 7/10/19 (6-month Initial)

Pursuant to 5GCA §43202, the GHURA Board of Commissioners decided during their 7/8/19, regularly scheduled board meeting, that each board member will evaluate the Executive Director and for completed ratings to be submitted directly to the Human Resources Division for compilation.

Based on the overall ratings submitted, Mr. Ray S. Topasna unanimously earned an **“Outstanding”** performance evaluation as the Executive Director for the initial 6-month period (01/11/19 – 07/10/19). The performance evaluation was based on the following factors:

1. Leadership
2. Strategic Planning
3. Communicates Vision and Direction
4. Champions Innovation
5. Promotes Ethics
6. Builds Relationships
7. Decision Making
8. Leads Change
9. Inspires and Directs Action
10. Promotes Diversity
11. Accountability/Fiscal/Fiduciary Responsibility
12. Business Acumen
13. Effective Operation & Maintenance of HUD Plans and Projects

As a result of the “Outstanding” evaluation, the GHURA Board of Commissioners will retain Mr. Ray S. Topasna as the Executive Director of the Guam Housing and Urban Renewal Authority.

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 7/11/19