



GHURA

Guam Housing and Urban Renewal Authority
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Summary of Executive Management Performance Evaluation (EMPE) for

Ray S. Topasna – Executive Director

Review Period: 01/11/2020 – 01/10/2021 (Annual Requirement-GHURA Comp Plan)

Pursuant to 5GCA §43202, the GHURA Board of Commissioners decided at their 07/08/2019, regularly scheduled board meeting that each Commissioner independently evaluate both the Executive Director and Deputy Director, and submit their completed evaluations directly to the Human Resources Division for compilation.

This annual evaluation is also required for GHURA's Compensation Plan for the performance review period of 01/11/2020 – 01/10/2021.

By the close of business on 01/06/2021, HR received a total of five (5) evaluations. Of the five (5) Commissioners who submitted their evaluations, Mr. Ray S. Topasna earned an overall **"Satisfactory"** performance rating as the Executive Director for the period of 01/11/2020 – 01/10/2021. The performance evaluation was based on the following factors:

Expectation of Executives:

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

Standards

- Customer Focus
- Adherence to Policy and Federal HUD Regulations

As a result of the overall rating of "**Satisfactory**", 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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