

From: [Hemstrom, Steven](#)
To: [Tom Kahler](#)
Cc: [Keller, Lance](#)
Subject: RE: 3-year Review of the HCP CC Chair
Date: Thursday, July 25, 2013 10:37:27 AM

Thanks Tom – Chelan is good with this method again for the 2013 evaluation of Anchor QEA's CC chair and facilitation.

Thanks.

Steve

From: Tom Kahler [mailto:tomk@dcpud.org]
Sent: Thursday, July 25, 2013 8:52 AM
To: Hemstrom, Steven
Subject: FW: 3-year Review of the HCP CC Chair

Hi Steve,

It's that time again that we need to evaluate the performance of the CC chair. I was thinking we could just send out a new version of this email from 2010 to the CC for their responses. Please let me know if you prefer an alternative approach. If you're good with this option, let me know and I'll send out the message.

Thanks,

Tom

From: Tom Kahler
Sent: Tuesday, September 14, 2010 10:04 AM
To: Tom Kahler; 'Bill Tweit (tweitwmt@dfw.wa.gov)'; 'Bob Rose (brose@yakama.com)'; 'bryan.nordlund@noaa.gov'; 'Jerry Marco'; 'jim_l_craig@fws.gov'; Shane Bickford; 'Hemstrom, Steven'; 'Keller, Lance'; 'Steve Parker (parker@yakama.com)'; 'teresa.scott@dfw.wa.gov'
Cc: 'Truscott, Keith'
Subject: RE: 3-year Review of the HCP CC Chair

Hello everyone,

We've been entirely unsuccessful at arranging a conference call or in-person opportunity for conducting this evaluation. To simplify this process, I propose that we do this by e-mail unless anyone deems that we need to discuss the evaluation as a group.

Please respond to this e-mail with your simple evaluation of Mike Schiewe's (and Anchor QEA's) performance as Chair of the Coordinating Committees (i.e., are you happy with his/their performance or not, and if not, what suggestions do you offer to improve his/their performance, or, in the most extreme case, do you wish to replace him/them?). If anyone desires to discuss with the entire Coordinating Committees (sans Mike) their issues with Mike's performance, please let me know and propose dates for a conference call for consideration by the entire CC.

As an example (and this is my formal statement), here's my opinion regarding Mike's performance: I'm very pleased with Mike's/Anchor QEA's performance as Chair of the HCP Coordinating Committees, and propose to retain his services for another three years. Done! That's all I need for the record.

Please respond in a timely manner, as we were supposed to do this in August. Thanks, Jim Craig, for your response; you do not need to respond again.

Thanks,

Tom Kahler
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From: Tom Kahler
Sent: Monday, August 16, 2010 12:06 PM
To: Bill Tweit (tweitwmt@dfw.wa.gov); Bob Rose (brose@yakama.com); bryan.nordlund@noaa.gov; Jerry Marco; jim_l_craig@fws.gov; Shane Bickford; 'Hemstrom, Steven'; Keller, Lance; Steve Parker (parker@yakama.com); teresa.scott@dfw.wa.gov
Cc: Truscott, Keith
Subject: 3-year Review of the HCP CC Chair

Greetings everyone,

We're required to "evaluate the performance of the chair" of the HCP Coordinating Committee at least every three years (Wells HCP Section 6.5, and RI and RR HCPs Section 4.5), and Mike Schiewe reminded me that our last review was in August of 2007—that went fast! In 2007 we circulated the attached questions and then had a discussion at the August meeting (we sent Mike and Ali from the room); discussion results were summarized by the Committee and included in the August meeting minutes. Mike asked that we not perform the review during the meeting as we did last time, so I propose that we circulate these questions and then convene a conference call during which we'll agree on the conclusions of the evaluation. I could summarize the conclusions and circulate those for Committee edits prior to including them in the minutes.

Please review the attached memo and develop your responses to the questions in preparation for our discussion. These are the questions that we used last time, but there's nothing in the HCPs formalizing them or the process, so feel free to improvise or suggest other approaches. I've set up a Doodle poll (<http://www.doodle.com/thtxw5c9e75g4ghd>) to settle on a date for the conference call; please respond to the poll with dates/times that will meet your schedules (or let me know if you need more options). Alternatively, we could perhaps get together after the next CC meeting (I've included that date in the Doodle poll).

Thanks,

Tom Kahler
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