

**Glenda Wiles**

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**From:** Chris H <hockman\_cw@hotmail.com>  
**Sent:** Tuesday, September 30, 2014 1:16 PM  
**To:** Glenda Wiles  
**Subject:** RE: 2013 Ravalli Commissioners' Individual and Collective Accomplishments  
**Attachments:** Commissioner Accomplishments 2012.doc; 2014 Board County Commissioner Accomplishments Through June.doc; Ravalli Performance Evaluation.docx

Glenda,

Somehow I forgot to respond 9 months ago. Yes, please add the email and attachments so that the public can see the accomplishments and the form referenced in the email string.

Thanks,  
Chris

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**From:** gwiles@rc.mt.gov  
**To:** hockman\_cw@hotmail.com  
**Subject:** RE: 2013 Ravalli Commissioners' Individual and Collective Accomplishments  
**Date:** Mon, 13 Jan 2014 23:45:15 +0000

If you so choose I can put it on there.

Glenda Wiles

Ravalli County Commissioners Office

Administrative Assistant

406-375-6500

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**From:** Chris [mailto:hockman\_cw@hotmail.com]  
**Sent:** Monday, January 13, 2014 3:51 PM  
**To:** Glenda Wiles  
**Subject:** FW: 2013 Ravalli Commissioners' Individual and Collective Accomplishments

Glenda,

Will the email below cc'ed to [commissioners@rc.mt.gov](mailto:commissioners@rc.mt.gov) be submitted to the correspondence folder along with the attached lists of accomplishments?

Regards,  
Chris

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From: [hockman\\_cw@hotmail.com](mailto:hockman_cw@hotmail.com)  
To: [jburrows@rc.mt.gov](mailto:jburrows@rc.mt.gov)  
CC: [commissioners@rc.mt.gov](mailto:commissioners@rc.mt.gov)  
Subject: RE: 2013 Ravalli Commissioners' Individual and Collective Accomplishments  
Date: Thu, 9 Jan 2014 14:41:54 -0700

Jeff,

Thank you for the swift reply. You are busy as the attached lists underscore. I appreciate your efforts to provide a transparent, responsive county government which is apparent by your willingness to record the Boards accomplishments. While I am thankful to have received the lists of accomplishments personally, my initial request, vice recommendation, of 21DEC2012 visible below was to post the list on <http://rc.mt.gov/commissioners/default.mcp> and to release it to the press. That is why I felt justified in writing yesterday that my request for 2012 accomplishments went without response from all commissioners - since I saw no posting or press coverage of a release. With hindsight being what it is, a better wording than *without response from all commissioners* would have been *unfulfilled*.

Regardless, I hope I did not offend as that was not my intent. Please accept my apology if I did so.

I believe that good work gets done by the Commissioners and that the public should hear about it from those responsible, hence my disappointment that Board accomplishments have not been communicated to the public at large. In retrospect, my 08JAN2014 request should have reiterated my initial request to post lists of accomplishments on <http://rc.mt.gov/commissioners/default.mcp> and to release them to the press for the public to view.

Will the attached lists of accomplishments for 2012 and the first half of 2013, as well as a list for the second half of 2013 be sent to the local press and posted on the current Commissioners website and migrated to the CivicPlus site arriving 07FEB2014?

Sincerely,  
Chris

post script: As an egalitarian matter of significance, the request for self-assessed accomplishments and goals by each Commissioner is equitable to what county employees in exempt positions are required to provide in section I of their periodic performance evaluations. Form attached for reference.

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From: [iburrows@rc.mt.gov](mailto:iburrows@rc.mt.gov)  
To: [hockman\\_cw@hotmail.com](mailto:hockman_cw@hotmail.com)  
CC: [rstoltz@rc.mt.gov](mailto:rstoltz@rc.mt.gov); [sfoss@rc.mt.gov](mailto:sfoss@rc.mt.gov); [gchilcott@rc.mt.gov](mailto:gchilcott@rc.mt.gov); [iriman@rc.mt.gov](mailto:iriman@rc.mt.gov)  
Subject: RE: 2013 Ravalli Commissioners' Individual and Collective Accomplishments  
Date: Thu, 9 Jan 2014 19:26:42 +0000

Chris,

I believe I responded to your request for a list of accomplishments. While my response was tardy, I compiled a list of accomplishments for 2012 while I was on the board, which started in August of 2012. The list is attached and was sent on 17 April 2013.

On 26 July 2013, I sent a list of accomplishments through June of 2013 (attached). I have continued to compile that list of accomplishments through present date.

Thank you for the recommendation. My goal is to use the website for something along the lines of informing the public of accomplishments and decisions.

Jeff

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From: Chris [[mailto:hockman\\_cw@hotmail.com](mailto:hockman_cw@hotmail.com)]  
Sent: Wednesday, January 8, 2014 11:38 AM  
To: Commissioners; Jeff Burrows; Greg Chilcott; Suzy Foss  
Subject: 2013 Ravalli Commissioners' Individual and Collective Accomplishments

Dear Commissioners Burrows, Chilcott, Foss, Iman and Stoltz,

Please list the 2013 accomplishments that you are proud of as individual commissioners as well as your goals for 2014 as individual commissioners for the people of Ravalli county to see. Chairman (2013) Burrows, please list 2013 Board of Commissioners collective accomplishments during your tenure.

My request for 2012 accomplishments went without response from all commissioners. See below or here: <http://www.rc13.mt.gov/commissioners/correspondence/2012/12%20December/12-21%20Chris%20Hockman%20re%20BOC%20accomplishments.pdf>

I continue to believe the public would find value in reading your list of accomplishments, especially this year in which three of you are seeking re-election.

Sincerely,  
Chris Hockman  
Hamilton

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From: [hockman\\_cw@hotmail.com](mailto:hockman_cw@hotmail.com)  
To: [commissioners@rc.mt.gov](mailto:commissioners@rc.mt.gov)  
CC: [sfoss@rc.mt.gov](mailto:sfoss@rc.mt.gov); [jburrows@rc.mt.gov](mailto:jburrows@rc.mt.gov); [jriman@rc.mt.gov](mailto:jriman@rc.mt.gov); [gchilcott@rc.mt.gov](mailto:gchilcott@rc.mt.gov); [rstoltz@rc.mt.gov](mailto:rstoltz@rc.mt.gov)  
Subject: 2102 Ravalli Board of Commissioners (BOC) Accomplishments  
Date: Fri, 21 Dec 2012 09:14:44 -0700

Dear Commissioners,

In an attempt to keep citizens informed and positive regarding their county officials' efforts, please disseminate the list of BOC accomplishments for the calendar year 2012.

Please post the list on <http://rc.mt.gov/commissioners/default.mcp> and release it to the press. I believe it would be appreciated by the public.

Sincerely,  
Chris Hockman

**Commissioner Since August 2012:**

1. Development with public input of Natural Resource Policy
2. Development with public input of Surplus Property Policy
3. TSEP Black Lane Bridge Project
4. Put out to bid and accepted government software system
5. Chose preferred alternative 4b for moving ahead with airport EA
6. Ran road department during transition period between road shop department heads
7. Hired road supervisor
8. Appointed senator SD44
9. New draft of dog ordinance (currently being heard in 2013)
10. Worked with FS and local fire during Sawtooth and Mustang fires
11. 2012 elections
12. Engineering for bid for fairgrounds parking lot improvements
13. Adopted resolution 1372, Public participation
14. CSKT water compact meetings
15. Stevi CTEP Project
16. Personnel
17. Board appointments
18. Appointed Jeff Burrows to replace Matt Kanenwisher
19. Began process of codifying local ordinances
20. Increased capital reserves for building maintenance, repairs, replacements



**Section II and III to be completed by the Appraiser. Consider those behaviors that are critical to job success.**

**Section II.**

**A. Job Knowledge.** Technical knowledge and skills, analytical ability, problem-solving skills.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Customer Service.** Responds to customer needs timely, resolves problems in a prompt and efficient manner and understands the customers needs.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Safety.** Being responsible for yourself and others in preventing accident, injury or loss.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**D. Communications.** Verbal and written communications, presentation skills, and listening skills. Are communications clear, concise, courteous?

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**E. Quality of Work.** Accuracy, neatness, thoroughness, completeness of work.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**F. Quantity of Work.** Work output, speed, timeliness, effectiveness. Work habits.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**G. Dependability.** How reliable is the employee in completing assignments and meeting deadlines? Attendance? Punctuality?

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**H. Interpersonal Skills.** Does employee work harmoniously and effectively with subordinates, peers, supervisors, and the public? Team player? Shares information with others as needed? Resolves conflicts? Welcomes and seeks constructive feedback on own performance? Cooperative?

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**I. Initiative.** Does employee work independently? Solves problems? Assumes additional responsibility? Looks for more efficient and cost-effective ways?

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**J. Adaptability.** Is employee able to adjust to a variety of situations? Flexible?

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**K. Decision Making.** Uses logical and sound judgment.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**L. Complies with County Policies and Goals.** How well does employee support policies, procedure and goals?

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Section III.** Appraisal of Supervisory/Management Skills. This section should be completed on those employees who have supervisory responsibilities. Use the comment section to explain strengths and weaknesses in each area. List, as applicable specific action needed to correct any deficiencies.

**Section III**

**1. Planning and Organization.** Forecasting, setting objectives, anticipating changes; securing and budgeting resources, structuring tasks, establishing priorities,

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**2. Leadership.** Ability to take charge. Select, direct, and coordinate activities of others to do better work, assume more responsibility. Coach, motivate, develop others. Serve as a role model. Make decisions, communicate.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**3. Control.** Promote safety, measure and report results of subordinates, evaluate and correct performance, complete performance appraisals for direct reports, direct policy and procedure, operate within budget.

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Future Goals and Expectations

- **Specific Area #1:**

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- **Specific Area #2:**

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- **Other Areas:**

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\_\_\_\_\_  
**Employee Signature**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Supervisor Signature**

\_\_\_\_\_  
**Date**

*Employee comments and/or additional documentation may be attached to this form. Employer may attach additional or specific performance criteria or additional documentation to this form. Both parties should initial and date attachments.*

## 2013 Board County Commissioner Accomplishments

- **Appointed Jeff Burrows to Chair of Commission**
- **Interviewed and hired Facilities Manager**
- **Interview and appoint board members for Commissioners advisory boards**
- **Develop, advertise and award RFP for Fairgrounds Parking Lot Improvement Project**
- **Budget hearings and budget development**
- **Award contract for 93 Bike Path Plowing**
- **Modify and adopt County Dog Ordinance**
- **Work with State on amenities agreement**
- **Objections to water rights filing by Forest Service for Blodgett and Laird Creeks**
- **Stevensville CTEP Project**
- **Develop and adopt Accident Reporting Policy for County**
- **Work with FWP on Mitchell Slough Portage Request**
- **Strong presence at State Legislature**
- **Worked with Farmers Market on Energy Bills**
- **Approval of Motor Vehicle Application hearing for Wrecking Yard**
- **Develop and approve contract for Eden's Gravel Pit**
- **Award bids for Asphalt, Equipment Rentals, Mag Chloride**
- **Approve Holloron and Lazy J Open Lands Projects**
- **Develop, advertise and award Engineering RFQ's for County Engineer**
- **Appoint County Surveyor**
- **Modify and adopt County Fiscal Policy**
- **Approved additional \$2.5 M in Bonds for Open Land Program**
- **Interview and Hire Road Administrator**
- **Legacy Ranch Public hearings, Deliberation and Approval**
- **Change Kurtz Lane Loan to Intercap Program for Reduced Interest Rate**
- **Develop and Award RFP for Sand and Gravel**
- **Award Black Lane Bridge Project**
- **Approve Noxious Weed Grants**
- **Public Auction for Owings Creek Property**
- **Develop Store Lane Paving RFP**