

BRIAN SANDOVAL
Governor

STATE OF NEVADA

JAMES R. BARBEE
Director

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March 3, 2014
To: State of Nevada
Board of Agriculture

Dear Board Members,

At the December Board of Agriculture meeting in Las Vegas, we discussed the process of Director Barbee's Evaluation as it pertained to the grading and final determination. It was discussed that I, as the Board Chairman, would review the evaluations and report back to the full board the final and recommended disposition of said evaluation.

The evaluation form was provided to all Board Members by the Executive Assistant via email with the instructions to return the responses to me. These evaluations had a grading formant of grade 1 through 9, 9 being the highest score and 10 for "not observed", plus a comment section at the bottom. I received five (5) evaluation responses. None of the responding Board Members gave any 10's and all respondents graded Director Barbee at 8 or higher with the exception of one respondent who graded 7 in the category of "human relations". This particular grade of 7 had no comments related to it at the bottom, so I determined that 7 was well above average in the overall picture.

In conclusion, I have determined that the overall Board Member evaluation of Director Barbee should be set at **well above average**. Based on the comments that were provided by the responding Board Members, I respectfully request the comments of "**excellent**" and "**has risen above and outperformed the expectations provided by the job description**" to be placed in Director Barbee's personnel file.

Sincerely and with respect,


David Stix Jr., Chairman
State of Nevada, Board of Agriculture

David Stinson

DIRECTOR EVALUATION

Evaluation of Performance: Consider the quality and timeliness of duties performed in the items listed below.

JOB PERFORMANCE

Consider how effectively the Director operates the Department including budgets, personnel, plans, programs and facilities.



EXECUTIVE ABILITY

Consider how effectively the director exercises effective leadership, judgment and decisiveness, and communicates with others both oral and written.



PUBLIC RELATIONS

Consider how effectively the Director implements Board mandates and how well he/she interacts with the agricultural community and the legislature in promoting and implementing the mission of the Department.



HUMAN RELATIONS

Consider how effectively the director supports and promotes equal opportunity and shows concern and sensitivity to the needs of Department personnel.



Board Member Comments/Concerns

Well Done, has met and exceeded expectations.

Forms to be sent by each Board Member to the Chairman for condensation into a single rating form to be presented and discussed at the annual evaluation agenda item.