

**Sarah Jo Chaplen**  
**Performance Goals for 2022**  
**July 2022**

CALENDAR YEAR 2022 and BEYOND

	GOAL	Metric	Timeframe
1.	Review and present current performance review practices w/ the board		September 2022
2.	Board-approved capital plan prioritization process	September 2022	Reviewed and updated as needed annually
3.	Report on managerial staff development activities (and success planning)?	First report October 2022	Annually
4.	Quarterly reporting on capital project implementation and spending	First reporting November 2022	Quarterly
5.	Comparison and summary of regional sewer and water rates	Updated Annually in preparation for rates review and potential increases.	November 2022; then annually
6.	Financial plan that tracks with prioritized capital plan and spending	Initially prepared March 2023	Updated and presented to board quarterly
7.	Develop rolling 5-year financial plan with forecasts	First template by December 2023	Reviewed and updated annually