

# Chief Administrative Officer Performance Review and Salary Administration

Regional Board Meeting  
February 19, 2026

1450 K.L.O. Road  
Kelowna, BC, V1W 3Z4  
rdco.com



# Purpose of Performance Review

- Foster open communication
- Ensure the Board and CAO have a shared understanding of essential components and required competencies of the position
- Provide the CAO with a forum to set annual goals in alignment with the Regional Board's Strategic Priorities
- Provide objective feedback that holds the CAO accountable for their performance
- Recognize leadership strengths and development opportunities and reward accomplishments.

# Performance Review Process



# CAO Evaluation Timeline



# Recommendation:

*All Directors – Unweighted Corporate Vote – Simple Majority (LGA s.208)*

**THAT** the Regional Board receives the Chief Administrative Officer Performance Review Process report from the Corporate Officer/Deputy CAO dated February 19, 2026 for information.



Questions?