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**FCHR GOVERNANCE POLICY**  
**ARTICLE III: COMMISSION-EXECUTIVE DIRECTOR LINKAGE**  
**[ALL-IN-ONE DOCUMENT]**

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{LAST UPDATE: 4/20/2023}

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**GOVERNANCE POLICY | FCHR**

**ARTICLE:** III COMMISSION-EXECUTIVE DIRECTOR LINKAGE

**POLICIES:** 1 through 3



### **ARTICLE III POLICY 1 | GOVERNANCE COMMITMENT**

The Executive Director is the Commission's only connection to operational achievement and conduct so that all authority and accountability of staff, as far as the Commission is concerned, is considered the sole responsibility of the Executive Director.

Accordingly,

1. The Commission will not give instructions directly to staff; rather, any instructions will be directed to the Executive Director.
2. The Commission will not evaluate, either formally or informally, any staff other than the Executive Director.

***History.*** – (New 11/06. Revised 9/14. Revised 1/22. Updated 4/23)



## **ARTICLE III POLICY 2 | GOVERNANCE DEVELOPMENT**

The Commission will instruct the Executive Director, through the Executive Limitations contained in this governance document, thus allowing the Executive Director to use any reasonable interpretation of these policies to carry out his or her responsibilities.

Accordingly,

1. The Commission will develop Executive Limitations that guide the Executive Director in managing and operating the staff. These Executive Limitations will address the broadest levels of all organizational decisions and situations.
2. As long as the Executive Director uses reasonable interpretation of the Executive Limitations, the Executive Director is authorized to establish all policies and procedures, make all decisions, take all actions, establish all practices, and develop all activities necessary to successfully administer and operate the FCHR. Such decisions of the Executive Director shall have full force and authority.

***History.*** – (New 11/06. Revised 9/14. Revised 1/22. Updated 4/23)

### **ARTICLE III POLICY 3 | MONITORING EXECUTIVE DIRECTOR PERFORMANCE**

The Commission will monitor the Executive Director's performance for compliance with the Executive Limitations at any time and by any method as the Commission so chooses.

Accordingly,

1. Monitoring performance is simply to determine the degree to which Executive Limitations are being complied with and the Performance Standards are being met.
2. The Commission will acquire monitoring data by one or more of three methods:
  - (a) internal reporting and data which the Executive Director discloses compliance information to the Commission,
  - (b) external reporting compiled by an external, unbiased, and disinterested third party selected by the Commission to assess compliance with Commission policies, and
  - (c) by direct Commissioner inspection in which a designated member of the Commission assesses compliance with the appropriate policy criteria.
3. The Executive Director's performance will be documented on an annual basis pursuant to the State of Florida performance appraisal process.

***History.*** – (New 11/06. Revised 9/14. Revised 1/22. Updated 4/23)

## APPENDIX



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Congratulations! You're now **booked up** on Article II of the FCHR's Governance Policy!

