

## Performance Evaluation of Engineering

### Luis Perez Garcia

Mr. Luis Perez Garcia better known as LPG, oversees Engineering which I have classified as our **Priority County Services Departments**.

The Engineering department is vital to the county services we provide as the department always have a role to play in most, if not all of our county projects.

From the Engineering aspects associated with planning, design and inspection to final completion of county projects/programs, the Engineering department needs to ensure that directives from the Commissioners Court and administration for work assignments are prioritized and addressed to completion within a reasonable amount of time.

On several previous occasions, Mr. Perez Garcia has been admonished by the court about the importance of addressing project issues immediately in an effort to have him and his staff in line with work distribution requests to ensure they are carried through to completion and that projects are delivered timely.

There have been situations where Mr. Perez Garcia demonstrates that he is not on top of pending project items or that he is completely unaware of certain existing circumstances that are holding a project up. An example of this was at a recent court meeting discussing pending work and timelines for the new Sheriff's Administration building. The project contractor and architect discussed a major project delay due to a pending generator and transfer switch- some court members were clearly frustrated with Mr. Perez Garcia at the lack of communication regarding these important project issues.

Another current example is the pending completion of the Medical Examiner's office. Dr. Stern has been frustrated with the lack of attention and delays with her specific health and safety requests to the project contractor and architect so that her facility can be properly constructed. These items fall directly under the purview of the Engineering department to ensure that county vendors are doing their requested job as was proposed through the planning and design.

Because of these types of issues, it continues to be my opinion that Mr. Perez Garcia has been experiencing difficulties in managing department projects/programs assigned by the court, focusing on assigned tasks, moving and closing out pending county projects more efficiently with the help of his staff and county administration.

The updated project reports included in this summary will illustrate the amount of work that this department head manages on a daily basis. Included in the projects report are all those projects, requests and other items that are still pending final completion.

Mr. Perez Garcia has been given a corrective action plan on previous department evaluations; this would be another opportunity to see how we can help to make additional job performance improvements going forward.

Additionally, department head evaluation forms were sent to the members of Commissioners Court last year seeking feedback and concerns. It appeared that there were genuine concerns from some members of the court regarding Mr. Perez-Garcia's job performance.