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County Administrator Performance Evaluation
Pinellas County

The purpose of this portion of the evaluation process is to obtain feedback concerning the performance of Barry Burton from the Board of County Commissioners. This constructive feedback will provide Mr. Burton with information and insights useful to him as he performs his duties as County Administrator. The evaluation will also reflect the values the Board Members believe are important for the County Administrator to possess.

Annual Evaluation Date: 9/29/20

Commissioner's Name: Seel

Please use the following scale in rating each of the measures:

(1 is "lowest" and 5 is "highest")

1	UNACCEPTABLE – Criteria being evaluated is well below expectations.
2	BELOW EXPECTATIONS - Criteria being evaluated is somewhat below expectations.
3	MEETS EXPECTATIONS - Criteria being evaluated is generally is good.
4	ABOVE EXPECTATIONS - Criteria being evaluated exceeds expectations.
5	EXCEPTIONAL - Criteria being evaluated is exceptional.
Unknown	HAS NOT OBSERVED.

I. Communication Skills

4.5

1. Oral and written communication is clear and articulate; County Administrator has the ability to effectively speak on behalf of the organization.

	Below	Meets	Above		
	Expectations	Expectations	Expectations	Expectations	Exceptional
Unacceptable					
1	2	3	4	5	unknown

Comments:

2. County Administrator outlines issues effectively and provides meaningful alternatives.

5

	Below	Meets	Above	
Unacceptable	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5
unknown				

Comments:

3. County Administrator is responsive to inquiries from Board Members.

4,5

	Below	Meets	Above	
Unacceptable	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5
unknown				

Comments:

4. Open/accessible to the public; treats public, elected officials and staff with respect and willingness to listen and consider their input. Encourages open communication between Commissioners and staff.

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5	unknown

5.0

Comments:

II. Interpersonal/Character Skills

1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionary.

4.5

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5	unknown

Comments:

2. Sincere and straightforward; projects an image of being trustworthy.

5.0

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5	unknown

Comments:

3. Demonstrates good judgment; exhibits critical thinking skills.

5.0

	Below	Meets	Above	
	Expectations	Expectations	Expectations	Exceptional
Unacceptable				
1 2 3 4 5 unknown				

Comments:

III. Leadership/Management Skills and Abilities

1. Creates an atmosphere for a highly efficient and effective organization; establishes an organizational environment that has high standards for performance, quality, and customer service.

5.0

	Below	Meets	Above	
	Expectations	Expectations	Expectations	Exceptional
Unacceptable				
1 2 3 4 5 unknown				

Comments:

2. Has effectively developed leaders in the organization; cultivates talent for future management positions.

4.5

	Below	Meets	Above	
	Expectations	Expectations	Expectations	Exceptional
Unacceptable				
1 2 3 4 5 unknown				

Comments:

3. Administrator holds staff accountable and ensures that staff assigned to projects are meeting or exceeding expectations regarding quality of work and projected schedules.

	Below	Meets	Above	
	Expectations	Expectations	Expectations	Exceptional
Unacceptable				
1	2	3	4	5
				unknown

5.0

Comments:

4. Makes decisions based on the community's needs, rather than any personal agenda.

	Below	Meets	Above	
	Expectations	Expectations	Expectations	Exceptional
Unacceptable				
1	2	3	4	5
				unknown

5.0

Comments:

5. Accurately reflects the Board's fiscal philosophy and demonstrates leadership in establishing and meeting budget goals.

5.0

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional
	1	2	3	4	5
	unknown				

Comments:

6. Interacts well/works with the county's Constitutionals.

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional
	1	2	3	4	5
	unknown				

4.5

Comments:

7. Interacts well/works with State and Federal officials.

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional
	1	2	3	4	5
	unknown				

5.0

Comments:

8. Interacts well/works with municipalities and local organizations.

	Below	Meets	Above	
Unacceptable	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5
unknown				

5.0

Comments:

9. Builds partnerships where appropriate and effectively advocates the County's position without "burning bridges."

	Below	Meets	Above	
Unacceptable	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5
unknown				

5.0

Comments:

10. Overall, how would you rate the County Administrator's performance?

	Below	Meets	Above	
Unacceptable	Expectations	Expectations	Expectations	Exceptional
1	2	3	4	5
unknown				

4.5

Comments:

Barry and his staff have been amazing during this COVID time!

Thanks so much,
Karen