

2022 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: September 8, 2022

Commissioner's Name: Charlie Justice

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
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

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

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

Comments:

Mr. Burton effectively shares "County" positions on important issues with both internal and external partners throughout the community.

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

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

Comments:

Mr. Burton clearly explains issues at hand and offers acceptable policy alternatives as well as being willing to hear out and evaluate alternatives proposed by someone other than himself.

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

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

Comments:

Mr. Burton responds efficiently and effectively to my questions, inquiries and proposals.

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.

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

Comments:

I am continually pleased with how Mr. Burton handles interpersonal communication with folks at every level of the organization and the public.

II. Interpersonal/Character Skills

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

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

Comments:

Mr. Burton initiates projects without any need to be micromanaged by the Board.

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

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

Comments:

I have found Mr. Burton to be incredibly straight forward in our communications.

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

Mr. Burton shows solid evaluation of the issues at hand – both at a policy and *political* level.

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.

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

Comments:

Employees have opportunities to be rewarded with promotion and responsibilities but should also know that accountability is essential and expected.

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

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

Comments:

This doesn't happen in a vacuum and there are always multiple factors at play but I want us to continue to find ways to promote from within where it is possible and appropriate. Building our own farm team while adding needed outside talent is the right balance in my opinion.

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

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

Comments:

Mr. Burton has not been afraid to hold employees accountable.

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

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

Comments:

From Day 1, I have found that to be one of Mr. Burton's key attributes. I do not sense a personal policy agenda but responding to the community needs and Commission direction.

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

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

Comments:

Mr. Burton's budgets and policy initiatives reflect the Administrator's and Commission's blended priorities.

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

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

Comments:

Mr. Burton seems to have solid, productive relationships with our Constitutional partners.

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

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

Comments:

Mr. Burton interacts effectively with our legislative leaders.

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

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

Comments:

Mr. Burton interacts effectively with our municipal and community partners.

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

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

Comments:

Mr. Burton effectively builds partnerships with our community to move County forward.

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

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

Comments:

Mr. Burton has continually exceeded expectations in almost every area of his role as County Administrator.

2022 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION PINELLAS COUNTY

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Annual Evaluation Date: 9/6/22

Commissioner's Name: Janet C. Long

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
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

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

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

Comments:

Barry's communication skills are exceptional. He speaks clearly and is more than aware of his audience. His commitment to excellence and to accomplishing the mission of providing the best public service in America is commendable.

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

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

Comments:

Barry outlines issues in a very well thought through and organized manner; so much so, it addresses everyone's diverse and unique points of view. It is methodically presented with a lot of data to ensure that we are well prepared to discuss, debate and make solid and informed decisions

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

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

Comments:

Barry consistently responds to messages, phone calls and requests for actions. He does not let problems or issues go unresolved. That is **very** important to **me**!

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.

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

Comments:

Barry does an outstanding job in this space. Employees speak very highly of him and his willingness to work **with** them. The organization is in a healthy and productive place from my perspective.

II. Interpersonal/Character Skills

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

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

Comments:

Barry willingly embraces new ideas; that said, he brings a steady sense of caution into the conversation as well as

patience. He wants to dot the i's and cross the t'-which is as it should be in his position.

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

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

Comments:

Barry is **very** direct-sometimes painfully so. However, that trait is much appreciated because you never have to worry or guess where he is coming from. It is easy to trust that he will do the right thing for the good of the organization.

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

Barry's judgment is strong, solid and ethical, as are his critical thinking skills.

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.

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

Comments:

Barry sets the standard. Employees know that and therefore, they perform to the very best of their ability.

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

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

Comments:

Barry has done a very commendable job providing and ensuring staff and employees have opportunities for personal and professional growth

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

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

Comments:

Barry works hard to ensure accountability and expectations are

met. When that is not taking place, he is quick to reset the situation.

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

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

Comments:

Barry has worked tirelessly to integrate himself into the community that makes up ALL of Pinellas County. As a result, he is personally very aware of the needs of this County.

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

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

Comments:

The fact that we have been able to adequately meet the needs of a growing community while living and working, etc. within the guidelines of the Commissioner's direction is a true testament to his dedication, commitment, ingenuity and creativity to get the job done. I

remain very proud and supportive of his entire leadership team.

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

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

Comments:

Barry has been able to craft relationships with all of our
Constitutionals so that they have what they need to accomplish
their mission and goals.

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

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

Comments:

Look no further than the partners we have created with the State
and the Feds to appropriate the dollars needed to continue
providing the quality of life we have all come to enjoy, in this
beautiful paradise we all call HOME!

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

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

Comments:

As stated above-the same goes for our municipal partners.

There are no more battles between the County and the Cities.

We all work together for the benefit of our citizens.

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

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

Comments:

This is one of Barry's greatest skill sets. He has an innate ability
to bring folks to the table and work through complex ideas and
issues with the data and analytics to support the County's
position.

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

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional
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1	2	3	4	5(X)	unknown
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Comments:

Exemplary! It has been a joy and a privilege to work with a consummate professional and I must say, it is comforting to know he is comfortable in his own skin. He works hard to ensure he has balance in his life between work, personal and professional.

**2022 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: 9/13/22

Commissioner's Name: Dave Eggers

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
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

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

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

Comments:

Clearly articulates issues facing the county to a variety of stakeholders, businesses,
fellow government agencies and residents.

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

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

Comments:

I believe alternatives are explored though often times the alternatives to the
recommendation have to be specifically requested.

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

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

Comments:

Responsive to my requests on behalf of residents and businesses.

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.

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

Comments:

Much appreciation for CAs willingness to encourage communication between
myself and staff.

II. Interpersonal/Character Skills

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

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

Comments:

Certainly a self starter.....

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

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

Comments:

I believe in his sincerity and straightforwardness; perception with some residents
created during the pandemic was he was too authoritative and lacking trust.

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

Efforts to work on retention through employee referral and structured extra pay
this year.

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.

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

Comments:

Allowing employees more discretion and decision making providing growth
opportunities for each.

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

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

Comments:

I need to learn more about how CA is cultivating leadership.

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

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

Comments:

CA appears to allow discretion in achieving goals, and is earnest in his pursuit.

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

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

Comments:

Without question....

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

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

Comments:

Though I am in disagreement from time to time, CA reflects the majority of the board.

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

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

Comments:

Seems to be mutual respect and cooperation between CA and constitutional officers.

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

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

Comments:

Appears to have a good relationship with legislative delegation.

has continued to after year ious initiatives wr to ove

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

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

Comments:

Has continued to develop and grow relationships with municipalities and other county governments, especially since pandemic.

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

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

Comments:

Has worked well with CMs and Mayors to propose initiatives and subsequently
defend them when disagreements arise.

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

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

Comments:

With the exception of arriving at solutions for the Building & DRS departments, CA
has continued to excel year after year through various initiatives whether to move
with the initiatives or not.

Type text here

2022 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION PINELLAS COUNTY

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Annual Evaluation Date: September 8, 2022

Commissioner's Name: Commissioner Rene Flowers

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
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

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

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

Comments:

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

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

Comments:

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

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	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.

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

Comments:

II. Interpersonal/Character Skills

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

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

Comments:

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

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

Comments:

3. Demonstrates good judgment; exhibits critical thinking skills.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	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.

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

Comments:

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

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4 X	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.

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

Over the 20 plus months that I have spent origin with Mr. Burton, I have fond him to be professional, conciliatory, willing to accept change and challenges. I have ben impressed with his ability to work with all levels of staff as well as the community. I am particularly impressed with his willingness to accept new ideas and determine how they will work not if they will work. It is a pleasure to work with Mr., Burton and I look forward to the years to come as the county advances and takes on new perspectives relative to the growth and development of the county.

2022 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: __September 22, 2022__

Commissioner's Name: __Gerard__

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
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

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

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

Comments:

Barry has been out and about in the community and involved in community relations far more than previous county administrators. He has excellent relationships with city leaders and other countywide and regional entities.

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

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

Comments:

Barry does a great job of explaining his position and listening to input. He offers well thought-out alternatives.

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

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

Comments:

I have never had an issue getting a response from Barry in a timely manner, although he has forgotten a couple of times when I asked him to look into something.

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.

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

Comments:

The county has never had better relationships with city leaders.

II. Interpersonal/Character Skills

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

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

Comments:

Barry has a vision for the county and is often 2 steps ahead of me in thinking things through.

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

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

Comments:

3. Demonstrates good judgment; exhibits critical thinking skills.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 X	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.

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

Comments:

These categories are difficult to evaluate since we do not see everyday interactions with staff. Barry has high expectations and some people don't measure up, as in any organization.

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

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

Comments:

Barry has put together an excellent team of direct reports and seems to be committed to growing talent.

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

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

Comments:

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

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

Comments:

I have found Barry to be remarkably free of a personal agenda, and entirely focused on

community needs.

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

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

Comments:

Barry does the best he can to meet competing viewpoints on the board of fiscal philosophy. We are in good financial condition.

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

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

Comments:

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

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

Comments:

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

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

Comments:

See previous comments.

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

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

Comments:

In the few conflicts that have arisen with other entities, Barry has been open to listening and working out equitable solutions.

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

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

Comments:

**2022 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: 9/7/2022

Commissioner's Name: Peters

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
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.
Unknow	HAS NOT OBSERVED.

I. Communication Skills

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

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

Comments:

Seen improvement with communications. Much better at alerting us if something will appear in the press. Always accessible when questions arise.

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

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

Comments:

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

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

Comments:

If we don't hear from Barry directly, he always has the appropriate director to respond.

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.

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

Comments:

II. Interpersonal/Character Skills

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

Below Meets Above

Unacceptable	Expectations	Expectations	Expectations	Exceptional	
1	2	3 X	4	5	unknown

Comments:

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

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

Comments:

I have seen improvement here.

3. Demonstrates good judgment; exhibits critical thinking skills.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3 X	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.

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

Comments:

I appreciate his management style, empowering staff. However, there is still room for improvement. I understand there has been a great deal of turnover. Curious if there have been exit interviews as I have not been made aware. I am told of staffing issues and it is suggested to throw more money at the problem in salaries, yet salary is not the number one reason people leave a job (that is mt belief). We also have not address the jobs website that is completely ineffective for people applying for a job.

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

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

Comments:

Believe there is room for improvement.

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

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

Comments:

As a whole I believe he exceeds at this and has brought a better culture for accountability to the organization. However, When it comes to areas/departments in which he is not proficient, I am concerned he is waiting too long to take action when evidence shows there are issues.

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

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

Comments:

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

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

Comments:

Even if we disagree on budget issues, I appreciate his ability to at least come up with a compromise.

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

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

Comments:

It appears as he has a good relationship with all constitutionals.

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

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

Comments:

I have seen improvement here

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

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

Comments:

I appreciate him meeting monthly. I believe he has handled conflicts with local officials professionally.

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

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

Comments:

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

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

Comments:

Overall my expectations are very high and in the vast majority of issues this year he has met my high expectations. I have seen improvement in several areas, for that he has exceeded my expectations.

**2022 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: 9/6/22

Commissioner's Name: Karen See

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
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.

Karen Seel

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.

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

Comments:

II. Interpersonal/Character Skills

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

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

Comments:

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

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

Comments:

Karen Seel

3. Demonstrates good judgment; exhibits critical thinking skills.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
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.

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

Comments:

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

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

Comments:

Karen Seel

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

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

Comments:

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

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

Comments:

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

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

Comments:

Karen Seel

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

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

Comments:

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

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

Comments:

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

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

Comments:

Karen Seel

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

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

Comments:

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

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

Comments:

4,5
