

County Administrator Annual Performance Review - FY20
Compilation of Ratings

	Eggers	Gerard	Justice	Long	Peters	Seel	Welch	Average
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.	4.0	5.0	4.0	4.0	2.0	4.5	4.50	4.00
2. County Administrator outlines issues effectively and provides meaningful alternatives.	4.0	5.0	3.0	5.0	3.0	5.0	5.00	4.29
3. County Administrator is responsive to inquiries from Board Members.	5.0	4.0	4.0	5.0	3.0	4.5	4.50	4.29
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.	5.0	5.0	4.0	4.0	2.0	5.0	4.50	4.21
AVERAGE - Communication Skills	4.5	4.8	3.8	4.5	2.5	4.8	4.63	4.20
II. Interpersonal/Character Skills								
1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionary.	5.0	5.0	4.0	5.0	3.0	4.5	4.50	4.43
2. Sincere and straightforward; projects an image of being trustworthy.	4.0	5.0	5.0	5.0	2.0	5.0	5.00	4.43
3. Demonstrates good judgment; exhibits critical thinking skills.	4.0	5.0	4.0	5.0	3.0	5.0	4.50	4.36
AVERAGE - Interpersonal/Character Skills	4.3	5.0	4.3	5.0	2.7	4.8	4.67	4.40
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	5.0	4.0	5.0	3.0	5.0	4.50	4.50
2. Has effectively developed leaders in the organization; cultivates talent for future management positions.	5.0	4.0	3.0	4.0	3.0	4.5	4.50	4.00
3. Administrator holds staff accountable and ensures that staff assigned to projects are meeting or exceeding expectations regarding quality of work and projected schedules.	U	4.0	4.0	4.0	2.0	5.0	4.00	3.83
4. Makes decisions based on the community's needs, rather than any personal agenda.	5.0	5.0	5.0	5.0	3.0	5.0	5.00	4.71
5. Accurately reflects the Board's fiscal philosophy and demonstrates leadership in establishing and meeting budget goals.	5.0	5.0	4.0	5.0	3.0	5.0	5.00	4.57
6. Interacts well/works with the county's Constitutinals.	4.0	5.0	4.0	5.0	3.0	4.5	4.50	4.29
7. Interacts well/works with State and Federal officials.	4.0	4.0	3.0	4.0	3.0	5.0	4.50	3.93
8. Interacts well/works with municipalities and local organizations.	5.0	5.0	4.0	5.0	3.0	5.0	4.75	4.54
9. Builds partnerships where appropriate and effectively advocates the County's position without "burning bridges."	4.0	5.0	5.0	5.0	3.0	5.0	4.50	4.50
10. Overall, how would you rate the County Administrator's performance?	5.0	5.0	4.0	4.0	2.0	4.5	4.75	4.18
AVERAGE - Leadership/Management Skills and Abilities	4.7	4.7	4.0	4.6	2.8	4.9	4.6	4.31
COMPOSITE AVERAGE	4.6	4.8	4.0	4.6	2.7	4.8	4.62	4.30

Rating Scale:

- 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.