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:	10/17/2023
Commissioner's Name: _	Janet C. Long

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

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

Below

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

Comments:

Berry continues to display exemplary communication abilities, look no further than the strategic and diplomatic way he managed to craft and help develop the largest economic development project in the history of our county i.e., the development of Tropicana Field and a new stadium.

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

Above

	U <u>nacceptable</u>	Expectations	Expectations	Expectations	Exceptional	
	1	2	3	4	5 X	unknown
Comme	nts:					

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

	Below	Meets	Above	4	
Unacceptable	Expectations	Expectations	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	Expectations	Expectations	Expectations	Exceptional	
1	2	3	4	5 X	unknown
omments:					
II. <u>Interper</u>	sonal/Chara	cter Skills			
1. Is a "self-sta	rter"; demons	strates creativ	ity; willing t	o initiate pro	jects; visionary.
	D.L.	n or	4.7		
Unacceptable		Meets Expectations	Above Expectations	Eventional	
1	2	3	4	5 X	unknown
<u>L</u>	14	Ъ	<u> </u>	D A	ummown
omments:					
•.					
	•				
2. Sincere and s	traightforwar	d; projects a	n image of be	eing trustwo	rthy.
	D.1	70 M 4	A 1		•
Unacceptable		Meets Expectations	Above Expectations	Exceptional	
1	2	3		5 X	unknown
ĹŢ.	122	ρ	<u>r.</u>	J 2 x	diminowii
omments:					
J					

		ASSESSED A SEC. 1			
2 D	1			t	
3. Demonstrates	s good judgm	ent; exhibits	critical think	ıng skills.	
	Below	Maate	Abovo		
	Delow .	Meets	Above		

Unacceptable Expectations Expectations Exceptional

Above

Below

Meets

	<u> </u>	_ =	3		5 X	unknown
ım	ents:					
						
		· 			-	
III.	Leaders	hip/Manage	ment Skills 2	and Abilities	<u> </u>	
		al environme				nization; establis ance, quality, an
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5 X	unknown
	Has effective management Unacceptable	positions. Below Expectations	Meets	Above Expectations	Exceptional	s talent for futur
	management	positions. Below	Meets	Above		s talent for futur
	management	positions. Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	management Unacceptable	positions. Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	management Unacceptable	positions. Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	management Unacceptable	positions. Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	management Unacceptable	positions. Below Expectations	Meets Expectations	Above Expectations	Exceptional	

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

Comments:

Overall, Barry has very high standards for this staff and those folks who work directly under him, with that said, being more proactive with folks who are underperforming would make for a much more stable and productive environment i.e., Visit St. Pete Clearwater under Steve Hayes.

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

			Below	Meets	Above			
U	naccepta	ble	Expectations	Expectations	Expectations	E :	ceptional	
	1		2	3	4	5	X	unknown

4	Accurately reflects the Board's fiscal philosophy and demonstrates leaders	ship in
	establishing and meeting budget goals.	

	Below	Meets	Above				
Unacceptable	Expectations	Expectations	Expectations	E	ceptional		
1	b	3	4	5	X	unknown	

Comments.				
	 		,	
	 	· · · · · · · · · · · · · · · · · · ·	 	

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

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

Comments:

	1	2			Exceptional	
			3	4	5 X	unknown
nme	ents:					
3.]	Interacts well	l/works with	municipaliti	es and local o	rganization	s.
			•			•
1	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1		3		5 X	unknown
ıme	nts:					
11110	1165.					
						

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 X	unknown

Comments:

Exceptional, outstanding, exemplary, thoughtful, and disciplined. Barry has shown by his examples and his successes as an accomplished and respected leader. His creativity and ability to generate new ideas and solutions for ongoing issues has been a welcome and much-needed effort on behalf of our County and our Citizens. In the past four years, there have been areas of opportunity and growth that have been recommended by me to Barry and it has been a true testament to Barry's character and determination that he has worked on every one of them. It has been disappointing that he took so long to make changes at VSPC though I am elated with the direction we are moving in.

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: 10/12/2023

Commissioner's Name: Kathleen Peters

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

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. <u>Communication Skills</u>

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

	Unaccentable	Below Expectations	Meets Expectations	Abo		Exceptions	Ī
	1	2	3	4	X	5	unknown
	ents: seen significant	t improvemen	t in Barry's co	mmı	ınications	s with me.	
							·
2.	County Adm	inistrator out	lines issues e	effec	tively an	nd provides i	meaningful alternat
	Unacceptable	Below Expectations	Meets Expectations	Abo		Fycantional	
	1	2	3	4	X	5	unknown
	County Adm	Below	Meets	Abo	ve		embers.
	Unacceptable 1	Expectations 2	Expectations 3	Exp	ectations X	Exceptional 5	unknown
	L	Jan.	<u> </u>	·		<u></u>	INVESTIGATION OF THE PARTY OF T

Comme						
	J nacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3 X	4	5	unknown
meets		ions. My expe	ectations are h	nigh.		
II.		sonal/Chara		::::::	. ::4:4	
1. Is	s a "self-star	ter"; demons	trates creativ	ity; willing to	o initiate pro	jects; visionary.
τ	nacceptable		Expectations	Above Expectations 4 X	Exceptional 5	unknown
mmer	its:			,		
	incere and st	raightforwar	d; projects ar	n image of be	ing trustwor	thy.
2. S			Meets	Above		
	nacceptable		Expectations		Exceptional	

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

	Unaccentable	Below Expectations	Meets Expectations	Above Expectation	ıs Exceptional	
	1	2	3	4 X	5	unknown
Comn	nents:					
Comm						
Ш	Leaders	hip/Manage	ment Skills a	and Abilitie	<u>es</u>	
1.	Creates an at	mosphere fo	r a hiohly eff	icient and e	ffective organ	ization; establishes a
1.	organization	al environme				ance, quality, and
	customer ser	vice.				
		Below	Meets	Above		
	Unacceptable 1	Expectations 2	Expectations 3 X	Expectation 4	s Exceptional 5	unknown
	<u> </u>					100000000000000000000000000000000000000
Comm	ents:					
		NAT DAY OF THE PARTY OF THE PAR				
•						
2.	Has effective management		l leaders in th	ne organizat	ion; cultivates	s talent for future
	management	positions.				
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	s Exceptional	
	1	2	3	4 X	5	unknown
Comm	anta. A a a xxh	ole he is ores	t with this E	Josuanar the	ora have heen	instances where he
	ents. As a wir	ole he is grea	u widi diis. 1.		Te nave been	mistances where he
ما ما ما	a to staff a litt	la taa lana			•	
neia or	n to staff a littl	ie too long.				

3. Demonstrates good judgment; exhibits critical thinking skills.

	Unacceptable	Below Expectations	Meets Expectations	Above Expectation	ns Exceptiona	1
		2	3	4 X	5	unknown
Comm	ents:					
	Malrog docio	ong bogod on	the commun	aitri'a nooda	noth on the on	ony namonal acondo
4.	Unacceptable	Below	Meets	Above		any personal agenda I
	1	2	3 X	4	5	unknown
-						
5.	Accurately re				and demonstr	rates leadership in
	U <u>nacceptable</u>	Expectations				·····
	1	2	3 X	4	5	unknown
Comm	ents:					

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	Expectations	Expectations	Expectations		
	1	2	3 X	4	5	unknown
omn	nents:					
7.	Interacts wel	l/works with	State and Fe	deral official	s.	
		Below	Meets	Above		
	Unacceptable	Expectations 2	Expectations 3		Exceptional 5	L1
	1	2	[3	4 X	Ŋ	unknown
akes c	careful thought	in strategies w	/hich has take	n place with u	rgency.	
•					. ,.	
8.	Interacts well	l/works with	municipalitie	es and local o	organizations	5.
8.		Below	Meets	Above		5.
8.	Interacts well Unacceptable	Below	Meets	Above		unknown
	Unacceptable	Below	Meets Expectations	Above Expectations		
		Below	Meets Expectations	Above Expectations		
	Unacceptable	Below	Meets Expectations	Above Expectations		
	Unacceptable	Below	Meets Expectations	Above Expectations		,
	Unacceptable	Below	Meets Expectations	Above Expectations		,

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

9.	Builds partne without "bur			and effective	sty advocates	s the County's posit
	Unacceptable	Below Expectations	Meets Expectations 3 X	Above Expectations	Exceptional 5	unknown
omm	nents:					
10.	. Overall, how	would you r	ate the Coun	ty Administra	ator's perfor	mance?
10.		Below	Meets	Above		mance?
10.	. Overall, how Unacceptable	Below	Meets			mance? unknown
		Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	

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: 10/9/2023

Commissioner's Name: Dave Eggers

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

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. <u>Communication Skills</u>

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

Comments:

Effective when communicating one on one and as a collective body.

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

	Below	Meets	Abo	ve		
Unacceptable	Expectations	Expectations	Exp	ectations	Exceptional	
1	2	3	4	X	5	unknown

Comments:

Would like to see this explored more earlier in the budget year that give real opportunity for downsizing possibilities.

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

	Below	Meets	Above					
Unacceptable	Expectations	Expectations	Expectations	Exc	eptio	nal		
1	2	3	4	5	X		unknown	٦

Comments:

Aways available for any issue.

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	E	xceptional	
1	2	3	4	5	X	unknown

Comments:

Either directly or indirectly through staff stresses community feed back.

II. Interpersonal/Character Skills

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

Below Meets Above

Unacceptabl	e Expec	ations Expectati	ons Expect	ations Excep	tional
1	2	3	4 X	5	unknown

Whether with the Rays, Army Corp of Engineering, or with state officials always at the ready and demonstrates effective leadership.

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

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

Comments:

This area is a perceived problem with some in the community since his elevated responsibility during Covid. Completely trustworthy to me!

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

Always thinks through issues and presents succinctly and with chart on recommendations to the BCC.

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.

		Below	Me	ets	Above		
U	nacceptable	Expectations	Exp	oectations	Expectations	Exceptional	
	1	2	3	X	4	5	unknown

Comments:

Hard area to know for sure. But, slow to respond to employee issues with some leadership of his staff, but at the same time, open to pushing his staff to be effective leaders in their own right.

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

Below Meets Above
Unacceptable Expectations Expectations Expectations Exceptional

1	b	3	4	X	5	unknown
1	<u> </u>	9		2 x	J	MINITIO WII

Has done an excellent job preparing staff for leadership and in fact promoting to that effect.

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	Abo	ove		
Unacceptable	Expectations	Expectations	Exp	ectations	Exceptional	
1	2	3	4	X	5	unknown

Comments:

Generally excellent – would like to see an update on current status of DRS and Building Department improvements and status going forward.

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

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

Comments:

Always! His approach is critical and successful despite some criticism during Covid and afterward.

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

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

Comments:

Meets the Boards expectations. I would like to see alternative decision points earlier in the year to give us a sense of choices for downsizing possibilities or working within a 'reasonable' budget (4-6% annual increases).

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

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

Nothing but positive feedback.

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

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

Comments:

Not as much feedback here, but appreciate the efforts made to improve communication and actions with the Army Corp of Engineers.

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

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

Comments:

Nothing but positive feedback.

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 X	5	unknown

Comments:

The expanse is wide and successes numerous. Tri-County summit was difficult to pull together but he has the possibility of actually having a follow-up meeting in this same calendar year!

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

	Below	Meets	Abo	ve		
Unacceptable	Expectations	Expectations	Exp	ectations	Exceptional	
1	2	3	4	X	5	unknown

Comments:

Overall, the County Administrator continues to exceed expectations and continues to exhibit high ethics and trustworthiness with me and the BCC.

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 28, 2023

Commissioner's Name: Commissioner Rene Flowers

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

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 Expectati	ions	Exceptional	
	1	2	3		X	5	unknown
omm	ents:		·				
				,			
2.	County Adm	inistrator out	lines issues o	effectively	/ an	d provides n	neaningful alternativ
	**	Below	Meets	Above			
	Unacceptable 1	Expectations 2	Expectations 3	Expectati 4X		Exceptional 5	unknown
							
3.	County Adm	inistrator is r	esponsive to	inquiries	fror	n Board Me	mbers.
	WT . 11		Meets	Above		TT (* 1	
	Unacceptable 1	Expectations 2	Expectations 3	4 X		Exceptional 5	unknown
omme	ents:		<u> </u>	ТА		J	diikiiowii

eeptable Expect	ations Expectation 3	4	5 X	unknown
terpersonal/C	Character Skills			
self-starter"; de	emonstrates creat	tivity; willin	g to initiate	e projects; visionary
•				
	Meers	ADOVE		
	ations Expectation	s Expectation		
2 played via the r	ations Expectation 3 negotiations betw	4	5 X	unknown
played via the reers.	3 negotiations betw Forward; projects	veen the Ray	5 X	unknown sburg and the
played via the reers. re and straights	3 negotiations betw Forward; projects	veen the Ray an image of	5 X	sburg and the tworthy.
•	self-starter"; de	nterpersonal/Character Skills self-starter"; demonstrates creat Below Meets	self-starter"; demonstrates creativity; willin	self-starter"; demonstrates creativity; willing to initiate

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2		4 X	5	unknown
omm	ents:	·				
				:		
III.	. <u>Leadersh</u>	iip/Manager	ment Skills a	nd Abilities		
1.		l environme				ization; establishes ance, quality, and
	U <u>nacceptable</u>		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 X	5	unknown
	Has effectivel management		leaders in th	e organizatio	n; cultivates	talent for future
			Meets	Above		
	Unacceptable	Expectations		Expectations		
	1	2	3 X	4	5	unknown
	like to see mer	_				als can be identified a the various departme

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Excentional	
	1	2	3 X	4	5	unknown
omn	nents:					
.,.						
4.	Makes decisi	ons based on	the commun	nity's needs,	rather than a	nny personal age
4.		Below	Meets	Above		iny personal age
omm arry a	Unacceptable 1 nents:	Below Expectations 2 of ALL involv	Meets Expectations 3	Above Expectations 4 X	Exceptional 5	unknown ced the needs of
omm arry a ounty	Unacceptable 1 nents: addresses needs above his own	Below Expectations 2 of ALL involvements personal pref	Meets Expectations 3 ed not just the erence.	Above Expectations 4 X e community.	Exceptional 5 Barry has pla	unknown
omm arry a ounty	Unacceptable 1 nents: addresses needs above his own	Below Expectations 2 of ALL involv personal pref	Meets Expectations 3 ed not just the erence. ard's fiscal p	Above Expectations 4 X e community.	Exceptional 5 Barry has pla	unknown ced the needs of
omm arry a ounty	Unacceptable 1 nents: addresses needs above his own	Below Expectations 2 of ALL involve personal prefersonal prefersonal prefersonal meeting below the second meeting the second meeting below the second meeting meeting the second meeting	Meets Expectations 3 ed not just the erence. ard's fiscal poudget goals. Meets	Above Expectations 4 X e community. philosophy an	Exceptional 5 Barry has pla	unknown ced the needs of

	Unacceptable	Below Expectations	Meets	Above Expectations	Eventional	
	1	2	3	4 X	5	unknown
mm	nents:					
7.	Interacts wel	l/works with	State and Fe	deral official	s.	·
	Unacceptable	Expectations		Above Expectations		
	1	2	3 X	4	5	unknown
	ents:					
8.	Interacts well		_		rganizations	
	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2			5	unknown

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptiona	I	
	1	2	3	4 X	5	unknown	
Comm	ents:						
					-		

10.	. Overall, how	would you ra	ate the Coun	ty Administra	ntor's perfo	rmance?	
10.	. Overall, how Unacceptable	Below	Meets	ty Administra Above Expectations	Exceptiona		
10.		Below	Meets	Above			
omm ased oproa enour		Below Expectations 2 as administrate to the Counces speaks to hures. I enjoy	Meets Expectations 3 tive leaders, aty. His abilities working reworking with	Above Expectations 4 X I have to say to seek reselationships which the same of the same o	Exceptional 5 that Barry bolve despite with other nother	unknown has broughte roadblockenunicipal en	s (i.e., bea tities as w agree (and
omm ased oproa nour	Unacceptable 1 ents: on the previous and outlook ishment issues ernment struct	Below Expectations 2 as administrate to the Counces speaks to hures. I enjoy	Meets Expectations 3 tive leaders, aty. His abilities working reworking with	Above Expectations 4 X I have to say to seek reselationships which the same of the same o	Exceptional 5 that Barry bolve despite with other nother	unknown has broughte roadblockenunicipal en	s (i.e., bea tities as w agree (and

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: October 17, 2023

Commissioner's Name: Charlie Justice

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

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.

	Unaccentable	Below Expectations	Meets Expectations	Above Expectations	Excentional	
	1	2	3	4	5	unknown
mm	ents:					
2.	County Adm	inistrator out	lines issues e	effectively an	d provides r	neaningful alternat
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
		·				
3.	County Adm				m Board Me	embers.
	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
omm	ents:					

TI	nacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
_	_					
nen	ts:					
	Interpers	sonal/Chara	cter Skills			
	// 1C ·			*. *11*	• •.• .	• , • •
Is	a "self-star	ter"; demons	strates creativ	rity; willing to	o initiate pro	jects; visiona
		Below	Meets	Above		
Uı	nacceptable	Expectations 2	Expectations 3	Expectations	Exceptional 5	True Iran e versa
L	<u>l</u>	<u>Z</u>	3	4		unknown
Si	ncere and s	traightforwa	rd; projects a	n image of be	eing trustwo	rthy.
Si	ncere and s				eing trustwo	rthy.
		Below	Meets	Above Expectations	Exceptional	rthy.
		Below	Meets	Above		rthy. unknown
Ur []	1acceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1acceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Ur []	1acceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Ur []	1acceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Ur []	1acceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	

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

		antional	Eva		Above	leets	Below	Ti	
	unknown	ерионаг	5	4		xpectations	Expectations 2	Unacceptable 1	
	Called Title			1.0	.l		<u></u>	L .	
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				<u>oilities</u>	nd Ab	ent Skills a	ip/Managen	<u>Leadersh</u>	III.
stablish <i>e</i>	ization: esta	e organi	ectiv	and eff	cient a	highly eff	osphere for	Creates an atr	1.
								organizationa	
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		ntional	Fyce		Above	eets	Below Expectations	Unacceptable	
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							ositions.	management p	
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		entional	Exce	ations				Unaccentable	
	unknown					P ************************************		1	
	unknown	eptional	Exce	ations		eets epectations			
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3. Demonstrates good judgment; exhibits critical thinking skills.

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
Comm	nents:					
4.	Makes decisi	ions based on	the commun	nity's needs, i	rather than a	ny personal agenda
	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
5.	Accurately reestablishing a	and meeting b	oudget goals.		d demonstra	ates leadership in
	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
Comm	ents:					

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

cceptable Expectations Expectations Exceptional 2 3 4 5 unknown	
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wo at a recell/recorder with State and Fordage Landla Colored	
racts well/works with State and Federal officials.	
Below Meets Above	
cceptable Expectations Expectations Exceptional	
2 3 4 5 unknown	1
racts well/works with municipalities and local organizations.	
web with with manierpulities and local organizations.	
70.1 N.C. 4 A.1	
Below Meets Above	
cceptable Expectations Expectations Exceptional	,
2 3 4 5 unknown	

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

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

	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
Comm	ents:					·
				X		

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Exceptional	
1	2	3	4.5	5	unknown

Comments:

Mr. Burton is an outstanding Administrator. The variety of personnel, policy, budget and situational challenges presented on a regular basis can be daunting. Mr. Burton and his team handle things in an incredibly professional manner.

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.

7/23

Commissioner's Name: Latuala

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

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. <u>Communication Skills</u>

		Below	Meets	Above		
	Unacceptable				Exceptional	
	1	2	3	(4)	5	unknown
				\cup		
nm	nents:					
		· · · · · · · · · · · · · · · · · · ·				
2.	County Adm	inistrator out	lines issues	effectively ar	nd provides m	neaningful alterna
				in	Pro vidoo ii	.vamingran anvilla
		Below	Meets	Above		
	Unacceptable			Expectations		phonon and the same and the sam
	1	2	3	4	5)	unknown
				Ĺ		
m	ents:					
				•		
				10-71-10-10-10-10-10-10-10-10-10-10-10-10-10		**************************************
3 .	County Admi	nistrator is re	esponsive to	inquiries fro	n Board Mer	nbers.
	County Admi			_	n Board Mer	nbers.
		Below	Meets	Above		nbers.
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	Unacceptable	Below Expectations	Meets	Above Expectations	Exceptional	nbers. unknown
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	

	Unacceptable	Below	Meets s Expectations	Above	no Evantia	nal
	1	2	3	4	5	unknown
omn	nents:					

				· · · · · · · · · · · · · · · · · · ·		
II.	Interpers	onal/Chara	cter Skills		·	
1.	Is a "self-star	ter": demons	strates creativ	vity: willing	to initiate i	projects; visionary
			Meets		, to initially	orojecus, vibionary
	Unacceptable		Expectations	Above Expectation		
	1	2	3	4)	5	unknown
mm	ents:		'			
Politica de la constanta de la		and the second s				
`						
	Sincere and st	raiohtforwar	rd: projects at	n image of l	neino trusta	vorthy
2.			-	_		ordiy.
2.		D-1		Above		ıl
2.		Expectations	Expectations /			
2.		Expectations	Expectations		5 Exceptions	unknown
	1	Expectations	Expectations	Expectations		
2.	1	Expectations	Expectations	Expectations		
	1	Expectations	Expectations	Expectations		

	Unacceptable	Below Expectation	Meets s Expectation	Above	ions Excent	tional	
	1	2	3	4	/ 5 /	unkno	own
Comm	nents:						
Ш	rahea I	hin/Manage	ment Skills	and Ahili	ties		
1.	Creates an at organization customer ser	mosphere fo	r a highly ef	ficient and	l effective o		
	Unacceptable	Below Expectations	Meets s Expectations	Above Expectati	ons Except	ional unkno	wn
omm							
2.	Has effective		d leaders in t	he organiz	cation; culti	vates talent	for future
	Unacceptable	Below Expectations	Meets Expectations 3	Above Expectati	ons Except	ional unkno	wn
Jay	ients: San Lau Yy ha Vaurioue Ffly.	vack is is also	s a g	reat to	examp deal dealt	with	issnes them
, wi	iftly.	·					

3. Demonstrates good judgment; exhibits critical thinking skills.

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				
	Unacceptable	Expectations 2	Expectations 3	Expectations 4	Exceptional 5	unknown		
	<u>II</u>	<u> </u>	<u> </u>		<u>1</u>	unknown		
Comm	ents:							
		<u> </u>						
4.	Makes decisi	ons based on	the commu	nity's needs,	rather than ar	ny personal agenda.		
		Below	Meets	Above				
	Unacceptable			Expectations				
	1	2	3	4	5	unknown		
Comm	ents:							
					was the same of th			
			i					
E	A a arringtoler ma	flooto the De	aud'a Saad .	سد دیاست درایات	d dominatur	taa laadarahin in		
5.	establishing a		-		d demonstra	tes leadership in		
		Below	Meets	Above				
	Unacceptable					·		
	1	2	3	4)	5	unknown		
Comm	ents:	•						
		+ arm	~ Was	a Pa	in Ful a	u. last it		
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	Below Expectations	Meets Expectations	Above Expectation	s Excentional	[
Unacceptable 1	2	3	4 /	5	unknown
			(
mments:					
and the second s					
7 To 1	17	04-4 4 P-	1 - 1 - CC -:-	1	
7. Interacts well	l/works with	State and Fe	derai officia	iis.	
** **********************************	Below	Meets	Above	(Frankisma)	
Unacceptable 1	Expectations 2	Expectations 3	Expectation 4	5	unknown
<u> </u>					
mments:	•				
	A				
	•				
8. Interacts well	/works with	municipalitie	es and local	organization	S.
8. Interacts well		•		organization	S.
	Below	Meets	Above		S.
8. Interacts well Unacceptable	Below	•	Above		s. unknown
Unacceptable	Below Expectations	Meets Expectations	Above Expectation	Exceptional	
Unacceptable 1 omments:	Below Expectations 2	Meets Expectations 3	Above Expectation	Exceptional 5	unknown
Unacceptable 1 omments:	Below Expectations 2	Meets Expectations 3	Above Expectation 4 (Exceptional 5	unknown all leve
Unacceptable 1 omments: Second	Below Expectations 2	Meets Expectations 3	Above Expectation 4 (Exceptional 5	unknown all leve
Unacceptable 1 comments:	Below Expectations 2 Covi	Meets Expectations 3	Above Expectation 4 (Exceptional 5) [with	unknown all leve

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

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

	Unacceptable	Below Expectations	Meets Expectations	Above Expectation	Exceptional	
	1	2	3	4	[5]	unknown
				,		
Comm	ents:					·

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	
Comments:			4.5			
I would	rate !	Soury	a 4.5	, We	have	had a
great Fi						
Very 5						
Our re						
•	• -					

2023 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:	_10/16/2023					
Commissioner's Name:	Brian Scott					
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. <u>Communication Skills</u>

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		
	Unacceptable					1
	1	2	3	4 - X	5	unknown
omm	ents:					
2.	County Adm	inistrator out	lines issues ε	effectively an	d provides m	neaningful alternativ
			Meets	Above		
	Unacceptable			Expectations		
	1	2	3	<u>4 - X</u>	5	unknown
·						
3.	County Admi	nistrator is re	esponsive to	inquiries fror	n Board Mer	nbers.
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 - X	5	unknown
omme	ents: s and/or follow	up are timely	and apprecia	ted. Staff can	improve at tir	mes.
				·		

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	Exceptional	
1	2	3	4 - X	5	unknown

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I appreciate the ability to interact and communicate with department heads directly, as it allows for	
quick and easy access to information and the ability to be very responsive to residents' concerns. Eve	n
if the answer is not what the resident wants to hear, the ability to deliver timely information provides real sense that county government is working for them, and cares.	s a

II. <u>Interpersonal/Character Skills</u>

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

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

Comments:

The county administrator is not afraid to think big. The effort with the Rays, while not over, Is an excellent example of managing a very complex process with big egos, a lot of moving parts, and potential pitfalls. The county administrator approached the process with a diplomatic mindset, seeking compromises and solutions that kept all parties working towards a final deal that will ultimately benefit the county's fiscal health and overall economic development objectives.

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

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

Comments:

	······································					
3.	Demonstrate	s good judgn	nent; exhibits	critical thinl	king skills.	
	Ilmaaaantahla	Below	Meets	Above	10 d	
	Unacceptable 1	2 Expectations	Expectations 3	4 - X	Exceptional 5	unknown
nm	ents:					
III.	. <u>Leadersl</u>	nip/Managen	nent Skills a	nd Abilities		
	Creates an att	mosphere for al environmen	a highly effi	cient and eff		nization; establishes a ance, quality, and
	Creates an attorganizationa customer serv	mosphere for Il environmer vice. Below	a highly effint that has hig	cient and eff gh standards Above	for perform	
	Creates an att	mosphere for il environmer vice. Below Expectations	a highly effint that has high	cient and efforts cient and efforts cient and efforts described by the cient and effor	for performates	ance, quality, and
	Creates an attorganizationa customer serv	mosphere for Il environmer vice. Below	a highly effint that has high	cient and efforts standards Above Expectations	for perform	
1.	Creates an attorganizationa customer serv	mosphere for il environmer vice. Below Expectations	a highly effint that has high	cient and efforts cient and efforts cient and efforts described by the cient and effor	for performates	ance, quality, and
nme	Creates an ata organizationa customer servente Line Control Co	mosphere for all environment vice. Below Expectations 2 are excellent,	man highly effinit that has high meets Expectations however the	cient and efforts standards Above Expectations 4 - X	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an attronger customer server to the c	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an ata organizationa customer servente Line Control Co	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an attronger customer server to the c	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an attronger customer server to the c	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an attronger customer server to the c	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an attronger customer server to the c	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nme rts i ices	Creates an attronger customer server to the c	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as personal environment of the content of t	meets Expectations however the ermitting, revi	cient and efforts standards Above Expectations 4 - X re are still sontiew, and the ti	Exceptional 5	ance, quality, and unknown acing customer/resider
nmerts i ices	Creates an attrorganizational customer servente to the customer servent	mosphere for all environment vice. Below Expectations 2 are excellent, ove, such as pending to reside	Meets Expectations however the ermitting, revient's concerns.	cient and effigh standards Above Expectations 4 - X re are still soniew, and the ti	Exceptional 5 ne forward-faimeliness/urg	ance, quality, and unknown acing customer/resider
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nmerts i ices	Creates an attrorganizational customer served. Unacceptable 1 ents: In this category is that can impropents in response.	mosphere for all environment of the control of the	Meets Expectations however the ermitting, revient's concerns.	Above Expectations 4 - X re are still some iew, and the tile	Exceptional 5 ne forward-faimeliness/urg	unknown acing customer/resider gency of some
nmerts i ices	Creates an attrorganizational customer server to the customer to the custom	mosphere for all environment of the control of the	Meets Expectations however the ermitting, revient's concerns.	Above Expectations 4 - X re are still somew, and the tile corganization	Exceptional 5	unknown acing customer/resider gency of some

	nents: Lowack's recen	t annointmen	t as the CEO o	f Vicit SDC ic a	groat ovamn	le of cultivating talent
	ture leadership		t as the CEO o	VISIL SPC IS a	great examp	ie of cultivating talent

3.						igned to projects are
	meeting or e	xceeding exp	ectations reg	garding qualit	ty of work ar	nd projected schedules
		Below	Meets	Above		
	Unacceptable	Expectations	Expectations 3	Expectations 4 - X	Exceptional 5	
	1	12	,	4 - A	D.	unknown
Comn						
						n requires it, which is ju
as imp	ortant as cultiv	ating talent fo	r future leade	rsnip position	S.	

						•
4.	Makes decis	ions based or	the commu	nity's needs,	rather than a	ny personal agenda.
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	Unaccentable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 - X	5	unknown
C						
Comm	ients:					
			V4			
5.	Accurately re	eflects the Bo	ard's fiscal r	hilosophy an	nd demonstra	ites leadership in
		and meeting				*
		Below	Meets	Above		
	U <u>nacceptable</u>		Expectations	Expectations	Exceptional	
	1	2	3 - X	4	5	unknown

unkir						nd inflation, str		
	ng and potentia r efficiencies ar	-				_		
cum	stances to ensi	ure our budge				-		
:eas	including affor	dability.						
A91-A-101								
				·				
6.	Interacts wel	l/works with	the county's	Constitution	nals.			
		Below	Meets	Above				
	Unacceptable	Expectation:	S Expectations 3 - X	Expectations 4	Exceptiona 5	unknown	7	
	1	<u> </u>	D - 21	T-F	12	junitio wn	_1	
	ial cost saving r		-		_	thinking to ide a sustainable l		
			-		_			`
			-		_			,
tent	ial cost saving r	neasures as v	ve go forward	will be critical	to ensuring			,
		neasures as v	ve go forward	will be critical	to ensuring			
tent	ial cost saving r	l/works with	ve go forward State and Fe	will be critical deral official	to ensuring	a sustainable l		
tent	ial cost saving r	l/works with	ve go forward State and Fe	will be critical	to ensuring	a sustainable l		
7.	Interacts wel	l/works with Below Expectations	State and Fe Meets SExpectations	deral official Above Expectations	to ensuring	a sustainable l		
7.	Interacts well Unacceptable 1	l/works with Below Expectations 2	State and Fe Meets Expectations 3	deral official Above Expectations 4 - X	to ensuring Exceptiona 5	a sustainable l	oudget.	
7.	Interacts well Unacceptable 1 Lents: unty administra al relationships	l/works with Below Expectations 2	State and Fe Meets SExpectations 3	deral official Above Expectations 4 - X te and federal and be better	Exceptiona 5	a sustainable l	ssioners	
7.	Interacts well Unacceptable 1 Lents: Lunty administra	l/works with Below Expectations 2	State and Fe Meets SExpectations 3	deral official Above Expectations 4 - X te and federal and be better	Exceptiona 5	a sustainable l	ssioners	
7.	Interacts well Unacceptable 1 Lents: unty administra al relationships	l/works with Below Expectations 2	State and Fe Meets SExpectations 3	deral official Above Expectations 4 - X te and federal and be better	Exceptiona 5	a sustainable l	ssioners	
7.	Interacts well Unacceptable 1 Lents: unty administra al relationships	l/works with Below Expectations 2	State and Fe Meets SExpectations 3	deral official Above Expectations 4 - X te and federal and be better	Exceptiona 5	a sustainable l	ssioners	
7.	Interacts well Unacceptable 1 Lents: unty administra al relationships	l/works with Below Expectations 2	State and Fe Meets SExpectations 3	deral official Above Expectations 4 - X te and federal and be better	Exceptiona 5	a sustainable l	ssioners	

I 2 3 4 5 - X unknown Imments: Interaction between the county and all stakeholders during Hurricane Idalia was except P. Builds partnerships where appropriate and effectively advocates the County's without "burning bridges." Below Meets Above		Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
without "burning bridges." Below Meets Above Expectations Expectations Expectations Exceptional 1		1	2				
without "burning bridges." Below Meets Above Expectations Expectations Exceptional 1			en the county	and all stake	holders during	Hurricane Id	lalia was except
Without "burning bridges." Below Meets Above Expectations Exceptional 1							
without "burning bridges." Below Meets Above Expectations Expectations Expectations Exceptional 1							
without "burning bridges." Below Meets Above Expectations Expectations Expectations Exceptional 1		De 11 de mante e	1.*1	• ,	1 66 4	1 1 .	.1. 6
Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 - X 4 5 unknown Imments: The heard comments, although not witnessed personally, that the county administrator can be heavy handed with other local officials. 10. Overall, how would you rate the County Administrator's performance? 11	J.	without "burn	ersnips where ning bridges.'	appropriate,	and effective	ly advocates	s the County's
mments: we heard comments, although not witnessed personally, that the county administrator case heavy handed with other local officials. 10. Overall, how would you rate the County Administrator's performance? Below Meets Above Unacceptable Expectations Expectations Exceptional		Unacceptable				Exceptional	
nments: ve heard comments, although not witnessed personally, that the county administrator cas heavy handed with other local officials. 10. Overall, how would you rate the County Administrator's performance? Below Meets Above Unacceptable Expectations Expectations Exceptional		1					unknown
Unacceptable Expectations Expectations Exceptional			s, although no	t witnessed p	ersonally, tha	t the county a	administrator ca
Below Meets Above Unacceptable Expectations Expectations Exceptional	ve h	neard comment			ersonally, tha	t the county a	administrator ca
Below Meets Above Unacceptable Expectations Expectations Expectations Exceptional	ave h	neard comment			ersonally, tha	t the county a	administrator ca
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Unacceptable Expectations Expectations Exceptional	ive h	neard comment			ersonally, tha	t the county a	administrator ca
1 2 3 4 - X 5 unknown	ave h	neard comment eavy handed w	ith other local	officials.			
	ave h	neard comment eavy handed w	would you ra	officials. te the Count Weets Expectations	y Administra Above Expectations	tor's perforr	
	ave h	neard comment eavy handed w	would you ra Below Expectations 1	officials. te the Count Weets Expectations	y Administra Above Expectations	tor's perforr	nance?
·	ave f f as h	Overall, how Unacceptable	would you ra Below Expectations 1	officials. te the Count Weets Expectations	y Administra Above Expectations	tor's perforr	nance?