

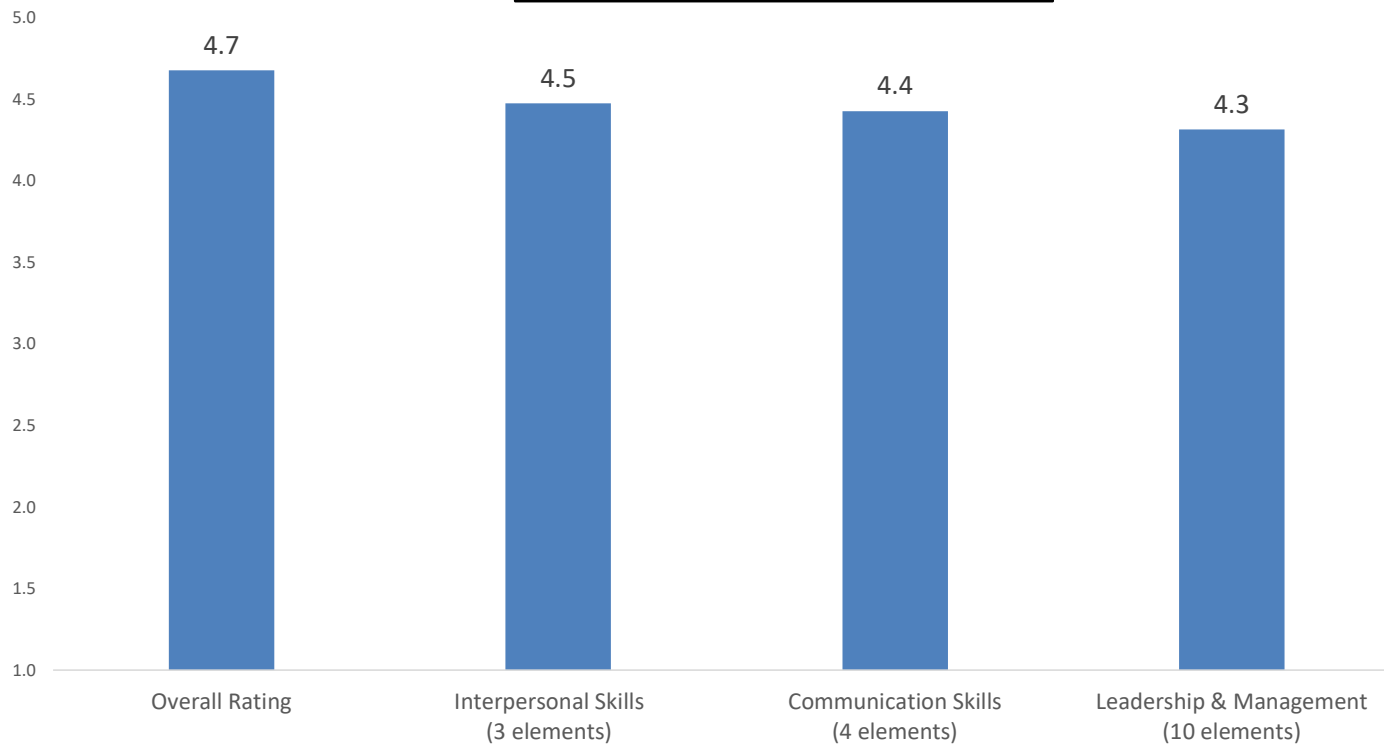
**Pinellas County Attorney  
2021 Annual Performance Review**

Competencies	Average Rating
Overall Rating	4.7
Interpersonal Skills (3 elements)	4.5
Communication Skills (4 elements)	4.4
Leadership & Management (10 elements)	4.3

Rating Scale

- 5 - Exceptional - Employee consistently exceeds performance standards
- 4 - Exceeds Expectations - Employee meets and often exceeds performance standards
- 3 - Meets Expectations - Employee consistently meets the performance standard
- 2 - Improvement Needed - Employee meets but often falls short of performance standards
- 1 - Unacceptable - Significant improvement needed
- N/A - Not applicable or unobservable

**Average Rating By Competency**



**Barry A. Burton**  
**Annual Review**  
**September 2020 – September 2021**

**Budget:**

The budget is the foundation for implementing our strategic priorities and enabling the delivery of services to our citizens. The FY22 budget demonstrates our continued commitment to priorities such as affordable housing, behavioral health, infrastructure, and investments that will stabilize and enhance our community’s health, safety, security, and environment. Despite additional funding to address such specific priorities as roads, sidewalks, mental health, parks services, and permit review process improvements, the FY22 budget reflects an increase of only 0.7%, or \$5.6M, since FY19 for BCC departments (excluding CIP and reserves). This is the direct result of the County’s fiscally conservative approach to managing the budget where taxpayers are only asked to support what is needed to provide essential services. Additionally, the County continuously seeks opportunities to deliver those services in the most efficient and effective manner and uses savings from efficiencies to offset inflationary pressure and the impact of program enhancements. This approach yields the millage rollbacks noted below, thereby returning savings set aside during FY21 to the taxpayers. The following are specific accomplishments for the FY 22 budget:

- The FY22 Proposed Budget reflects recommended rollbacks of the countywide General Fund and Health Department millages to help our residents and businesses continue to recover financially, while investing in strategic priorities (housing affordability, transportation, and behavioral and public health) and maintaining a fiscally conservative approach that seeks to offset inflationary pressure by realizing operational efficiencies.
- The budget stabilizes the Transportation Trust Fund which is facing a major revenue shortfall with the Fund becoming insolvent during FY22 without action. Included in the FY22 Tentative Budget is the most stable funding solution, a dedicated portion of the General Fund countywide millage that will sustain the fund until at least FY29. This increased revenue will enable the County to continue to pay for maintenance and improvements of our roads (including resurfacing an additional 20-line miles annually), sidewalks (eliminating the current backlog and preventing future backlogs), bridges and other transportation infrastructure. The General Fund countywide millage will be rolled back slightly less than the full rollback rate to enable this positive impact.
- The FY22 General Fund budget includes projected year end reserves of \$152.5M, or 21.7% of total revenues, which is consistent with the Board policy target of no less than 15.0%.
- The budget also encompasses a range of strategic recurring investments. These include technology security enhancements, marine safety through the Sheriff’s Marine Unit, additional investments in the behavioral health system of care are made in Sheriff’s mental health squads and the development and implementation of a Coordinated Access Model.
- We have the lowest debt per capita among urban Florida counties.
- In Fiscal Year 2022 you will see a county wide Strategic Plan update and the launch of our new Sustainability and Resiliency Action Plan.

## **Public Health, Safety and Welfare:**

The Pandemic put a significant strain on our most valuable resource, our staff, and additional efforts were needed to meet the needs of our citizens. The team acted quickly as our key mission is to keep our community healthy and safe. Collaboration with partners both internal and external was key in developing programs to assist residents with financial resources (for rent & utilities), developed feeding programs, stood up vaccine and Covid testing sites. We also designed and stood up the state's first non-congregate shelter for Covid positive homeless and community individuals with immune comprised family members as well as first responders.

- Continued COVID-19 response through the Executive Policy Group, ROC calls and over 13 work groups to address community needs (Fire and EMS, Hospital, Behavioral Health, Homeless, Business, PIO, Social Distancing, Nursing Home/ALF/Health Care, Finance, Community Feeding, Fatality Management, Data Management, Community Wellbeing).
- Addressed quarantining needs for the community such as, setting up hotel locations for homeless residents, first responders and others in our community and provided wrap around services such as, food, transportation, and mental health services. Our program was the first to launch in the state.
- Stood up Covid Testing Sites at Mahaffey Theater, Tropicana Field and Ruth Eckerd Hall to administer 1,000s of COVID-19 tests per week.
- Set up three Personal Protective Equipment (PPE) warehouses and delivered more than 9.5 million PPE supplies. The warehouse supported many organizations and providers in Pinellas.
- Worked with Nursing Homes to establish Super SNFs (Skilled Nursing Facilities). Pinellas was chosen 1<sup>st</sup> in state for nursing home vaccine missions. Facilitated meetings with nursing home leadership and medical personnel to change protocols to better protect some of our most vulnerable residents.
- County/Fire PM/DOH supported vaccine sites opened, and tens of thousands of residents registered for their vaccine via the CDR portal. In total, our Fire Paramedics administered nearly 250K vaccines at County/DOH supported sites.
- More than 60% of Pinellas Residents eligible to receive a shot received at least one dose of the COVID-19 vaccine as of July 2021.
- We coordinated over 40 vaccine missions for 55+ communities with the Regional Incident Management Teams. Our team facilitated or participated in 1,641 calls and meetings during the Covid response and created 150 reports and action plans.
- Our EOC was activated over 500 days due to the Pandemic. We also monitored or responded to 15 severe weather incidents
- Animal Services conducted mobile drive-up clinics allowing staff to vaccinate animals quicker and allowing citizens to stay in their car.
- We launched the 2021 Hurricane Guide which now includes a full version in Vietnamese and added sections of insurance and recovery actions.

- Launched the federally supported Emergency Rental Assistance Program to help renters avoid COVID-19 related evictions, distributing \$4.9 million to residents by mid-July 2021.
- Started the procurement process for an Infectious Disease Elimination Program vendor to operate a Sterile Needle and Syringe Exchange Program.
- Continued work on the Opioid Lawsuit with Office of the County Attorney and partnered with litigating cities to develop a framework to disburse funding for programs.
- Engaged KPMG to scan the behavioral health system, interview stakeholders, review leading practices and deliver a new vision to improve the behavioral health care system. The strategic report, “Elevate Behavioral Health,” outlined recommendations to move toward in-patient-centric services, enhanced governance, funding, and performance management aimed at improved outcomes for our residents, including:
  1. Establishing a systemic performance management approach collectively with all funders and contractual Optimal Data Set (ODS) requirement for all providers.
  2. Establishing a robust Coordinated Access Model (CAM) with a 1-800 number, standardized screening, triage, and scheduling practices. The CAM project is underway and is in PHASE 1 – Design.

**Environmental Stewardship:**

Sustainability and Resiliency efforts gained momentum as we created “Green Pinellas,” a cultural and strategic approach aimed at embedding sustainability and resiliency into day-to-day actions, services and programs. The approach aligns with the FY 2022 Budget with initiatives throughout operations, capital assets, planning, and projects. For instance, in coming year, 12% of the Capital Projects Fund, or \$25.6 million, is budgeted within the physical environment function for resiliency projects, including coastal management, flood control, and environmental conservation. We are working to consider current and future needs of residents, the natural environment, and the economy, as well as ensure we’re adaptable and prepared for abrupt change or events. Key accomplishments in this area include:

- Published “Toward a Sustainable and Resilient Pinellas,” a comprehensive annual report of sustainability and resiliency efforts that are making a difference in each of our Strategic Plan Priorities.
- Finalized Vulnerability Assessment Phase I and secured a \$992,000 CDBG-MIT Grant to develop countywide flood mitigation action plan beginning in FY 22.
- Rolled out a Sea Level Rise (SLR) evaluation tool for all Capital Improvement Projects.
- Applied for Duke Energy Florida’s Clean Energy Connection Program to receive solar energy credits.
- Selected as one of 15 cities and counties by the U.S. Green Building Council to participate in the nationwide 2021 LEED for Cities Local Government Leadership Program.
- Effectively managed County response to Red Tide and local impacts from the Piney Point discharges in coordination with state and local agencies, counties and cities.

- Partnered with City of Dunedin and a community public-private partnership to acquire the Douglas Property for land and habitat preservation, including a \$2.4M Florida Communities Trust Grant.
- Designated Baypointe property a Brownfield site and entered into a Site Rehabilitation Agreement with FDEP for mitigation activities and tax credit incentives to reimburse rehabilitation efforts.
- Finalized the Integrated Vegetation Management (IVM) Program, a multi-agency, countywide effort to reduce the use of herbicides on publicly managed lands, including parks, preserves, rights-of-way, stormwater systems and other public areas.
- Developed new a [Flood Map Service Webpage](#) with local, state, and federal resources, a new storm surge forecast tool and updated mapping data from the Vulnerability Assessment, which we will use in lieu of the new FEMA Maps.
- Earned a Class 3 Community Rating System designation from FEMA which will provide a 35% savings (up from 25%) on flood insurance rates for unincorporated property owners within the Special Flood Hazard Area.
- Selected as one of 15 cities and counties by the U.S. Green Building Council to participate in the nationwide 2021 LEED for Cities Local Government Leadership Program.
- Pinellas County earned Tree City USA community designation for the 4<sup>th</sup> Year.

### **Economic Growth and Community Vitality:**

To improve the Development Review process, staff is working with a consultant and the Development Customer Advisory Group (DCAG). Staff has also completed code and regulation improvements. Changes to zoning, transportation and stormwater such as eliminating unnecessary setback requirements, extending site plan expiration, reducing parking, pond sidewall and nutrient reduction waivers, and stormwater variance to allow a 5 percent variance on storm design volume are designed to assist the development process. A review of affordable housing codes and regulations is underway.

As part of improving customer service, we have launched a project-oriented pilot model. We hired three project managers to staff a stand-alone team as part of the pilot. The customer advisory group was part of the interview and selection process. During the piloting phase, we will work with DCAG to test and perfect this model before expanding the program. This phase of the work will require changing to a project-oriented culture, realignment of decision making and authority as well as staff.

The implementation of Accela is beginning to show improvements in processing workflows, records management, remote access and other areas. The department is also implementing several other technology enhancements that are at various stages such as:

1. Qless - allowing our customers to log into the queue remotely from their home, office, or mobile device so that we can serve them more efficiently.

2. VuSpex - a virtual inspection tool that would allow our customers to place a video call in to an inspector who can provide a remote inspection for simple permit applications.
  3. E-PermitHub - this tool would provide the County the ability to do electronic plan reviews.
- Working with the Development Customer Advisory Group (DCAG), we completed a review of codes and regulations to address stormwater, site development, right-of-way, and transportation manual. A review of affordable housing codes and regulations is underway. As part of improving customer service, we have launched a project-oriented pilot model. We hired three project managers to staff a stand-alone team as part of the pilot. During the piloting phase, we will work with DCAG to test and perfect this model before expanding the program. This phase of the work will require changing to a project-oriented culture, realignment of decision making and authority as well as staff.
  - Small Business Enterprise program grew to 740 vendors and issued 232 contracts and made \$11.8 million in payments so far this year.
  - Implemented Employment Sites Program with Penny for Pinellas funding, with three projects currently being assessed and a second round of applications pending.
  - Launched the Penny for Pinellas Affordable Housing Program with eight projects conditionally approved with a commitment of \$23.4 million to produce 1,197 new housing units of which 884 will be affordable.
  - Initiated the Advantage Pinellas Countywide Housing Compact with partner cities to coordinate ways to increase affordable housing that is linked to transportation, jobs, schools, workforce development and other services.
  - Partnered with Forward Pinellas in hosting a Virtual Affordable Housing Webinar series on how to create, improve and sustain housing that is affordable for our residents.
  - Eagle Ridge and Palmetto Pointe affordable housing developments opened, offering 153 affordable units.
  - Worked with representatives of Community Redevelopment Areas (CRA) to create a revised framework to consistently address CRAs countywide through a policy that applies to all new CRAs as well as extensions and expansions.
  - Implemented CARES Program for Individuals and Families distributed over \$24 million to assist residents with rent, utilities and other expenses resulting from COVID impacts.
  - CARES Program for businesses provided \$55.6 million in emergency stabilization grant funding to more than 5,000 Pinellas County business most affected by the pandemic.

## **Unincorporated County (Mid-South, North and Lealman):**

Staff has developed a Work Plan for each of the unincorporated areas, north County, mid/south County, and Lealman. During their monthly meetings, staff discuss actions within their workplan and share best practices. Staff have also formed committees to begin the process of creating plans that will guide local investments within each community. Their work is helping strengthen relationships and identifying opportunities to address gaps unique to each community within the wide-ranging and diverse unincorporated area.

For example, in Mid- and South-County, staff is working with the Highpoint and Ridgecrest/Dansville communities to complete projects such as sidewalk installation along 119<sup>th</sup>, historical designation of Dansville and installation of Dan Henry historical marker, and Ridgecrest/Dansville gateway monument signs.

While in downtown Palm Harbor, the establishment of Form Based Codes, initiation of branding and wayfinding efforts, and creation of an Advisory Committee representing community and business stakeholders are rooting the downtown revitalization effort firmly in the community.

Following the development of the Lealman Exchange Strategic Plan to guide the facility programing, efforts have begun to enhance community identity and aesthetics in coordination with neighborhoods surrounding the Lealman Exchange. These efforts will support the ongoing investments of the Community Redevelopment Area (CRA).

Staff has also developed a website [Pinellas County - Unincorporated Services](#) dedicated to providing information about the unincorporated communities. Individuals from the community can now find information about their property and everything they need to know, including local government representative, and much more.

## **Partnerships:**

- Supported the Supervisor of Elections with November general elections by facilitating county staff availability as poll workers.
- Expanded public outreach via direct engagement with traditionally underserved community groups. Strengthened partnerships with South St. Pete community contacts.
- Concluded 2020 Census outreach with second highest response rate among Florida's largest counties.
- Finalized the Palm Harbor Form Based Code, initiated branding and wayfinding in downtown and created an advisory committee to represent community and business stakeholders.
- Approved the Highpoint Recreation (The County entered into a joint use agreement with the Pinellas County School District to construct a community park on the old High Point Elementary site. The park will serve High Point Elementary students during school hours and High Point residents during the evenings and weekends. This project has been identified by the High Point community as its number one priority. The facility will include two multi-purpose fields, basketball courts, walking trail, pavilion, and a children's playground. A conceptual design has been completed and the project is currently in the design phase.

- Continued implementing the Lealman Exchange Strategic Plan to guide facility programing, enhance community identity and aesthetics in coordination with neighborhoods stakeholders.
- Launched a web portal enabling community organizations to apply for grants of up to \$20,000 for projects that enhance community and neighborhood opportunities in unincorporated areas.
- Increased the public’s ability to participate in public meetings by outfitting BCC meeting technology to enable Zoom virtual public comment.
- The Florida City & County Management Association (FCCMA) President’s Award was presented at the FCCMA Annual Conference in June 2021 to Pinellas County Administration for demonstrating outstanding service and communication throughout the COVID-19 Pandemic.

**Quality Workforce:**

- Continued implementation of career paths and career ladders program across departments.
- Developing new performance evaluation system and tie-in options to future merit pay program.
- Reviewed and updated areas in 911 to include enhancing the staff reporting structure to better support staff. Reduced turnover from approximately 25% to 16% which is below the national average of 20%. The redesign of the telecommunicator training program is well underway. Enhanced partnerships and communication with the PCSO and other centers.
- Supported the Annual Employee Holiday Bike Drive (which this year helped 56 families with bikes for their children).
- Staff participated in the Youth Summer Programs at the Hispanic Outreach Center (25 teens) and the Lealman and Asian Neighborhood Family Center (40 middle schoolers) to inspire them about careers in public service.
- We will continue to use performance measures to improve organizational performance.
- Initiated space study to direct future development and improvement of County buildings, incorporating the use of technology and flexible working arrangements.

I would like to extend my appreciation for the amazing work done by my Team. While stepping into new roles with COVID assignments, keeping up with daily work assignments and working endless hours to keep our community safe, their dedication has been a source of inspiration for me.

I would also like to thank you, the public, Constitutional Officers, Appointing Authorities, and all of our Partners, we could not accomplish this alone.



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: 9/7/21

Commissioner's Name: Commissioner Eggers

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

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

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

**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 -	5 X	unknown

Comments:

Articulates well one on one, in group settings and in presentations.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 x	5	unknown

Comments:

Most issues are well presented and if possible, alterations are posed for complete deliberation before decisions are made.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 x	5	unknown

Comments:

Seems to be very responsive as he works to bring forward individual Commissioners' projects that affect their constituents.

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- 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:

I continue to hear that he is accessible and that he listens and from the beginning that he has been receptive to my open communication with his directors and Assistant County Administrators.

## II. Interpersonal/Character Skills

- 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:

From Economic Development repositioning, TDC pivot, DRS/Building Department overview just to mention a few, Barry Burton has been exceptional.

- 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:

There have been times that Barry has appeared to residents as "too lighthearted" at meetings during different times. I know better, but just a comment for awareness.

- Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

Has hired really well in critical positions and his leadership, his transparency and his awareness of the multifaceted issues throughout the pandemic has been exemplary.

### III. Leadership/Management Skills and Abilities

- 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:

The selective utilization of outside consultants and challenges to staff throughout the budget process have both set new standards and respective buy in from employees.

- 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:

Created Assistant to the County Administrator positions to assist the residents, but also to develop another path for future leadership.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

Difficult to assess, but with so many successes, it speaks to vision, collaboration, buy in, and implementation at high levels.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

Close connection with Commissioners and making adjustments to residents' issues is always utilized as staff agendas are developed.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

So glad to see fiscal plans and caution during and after pandemic. Also, appreciate continued concern for residents by proposing three 'roll back' rates, while maintaining the gas tax rate without increase. Also glad to see a plan for capital implementation with reserves.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 x	5	unknown

Comments:

Have seen excellent, ongoing communications with Constitutionals, State and Federal officials and municipalities. Most major decisions made have received input from all of these stakeholders.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 x	5	unknown

Comments:

Staff working closely with entire legislative delegation and our lobbyists to effect changes all for the betterment of Pinellas County.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 x	5	unknown

Comments:

Have heard good feed back from city staffs and electeds about open and consistant dialogue, normally, and especially during the pandemic year.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 x	5	unknown

Comments:

From buying a park (with Dunedin), to addressing/listening to dredging concerns,  
to working with stakeholders in difficult times and yet, having good relationships speak to  
to not 'buring bridges'.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 x	unknown

Comments:

Given what has occurred this past year, I have been impressed with Barry's stamina  
to work, drive to communicate (internally and externally) and exemplary results.

**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: **August 25, 2021**

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



**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

I am appreciative of the one-on-one conversations relative to very sensitive issues. Providing options that are indicative of a positive outcome are instrumental in governing. I believe Barry has truly embarked upon this concept.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

My entry to the role as commissoner was at the height of COVID-19. I am appreciative of the many projects that had to be reprioritized, however I was a little concerned when a request was presented and not acted upon. I understand that this can occur from time to time. I am hopeful that by sharing a list of items to discuss for our one-on-ones will help keep project requests and resposnes tracked.

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- 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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry has given me permission to communicate directly with staff on several occasions. This allowed for projects to move more quickly and allowed for an opportunity for me to get to meet staff in various departments. In addition, I have observed the attempt to continuously meet the requests of organizations such as FAST while also keeping an eye on the overall function of Pinellas County and its fiscal responsibilities. Barry’s willingness to meet with me regarding the SPC Fire Training Center to discuss areas where we can help improve the training opportunities for our first responders.

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## II. Interpersonal/Character Skills

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

It is refreshing to have an administrator who will give you both sides of the issue despite his own personal views. This has allowed for me to make a more informed decision especially on issues with extremely large price tags- determining what issues can have a creative solution or a more reserved solution. In the end, while some decisions may not be his preference, he has carried them out with 100% efficacy.

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3. Demonstrates good judgment; exhibits critical thinking skills.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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

**Below Meets Above**

<b>Unacceptable</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Exceptional</b>
1	2	3 X	4	5	unknown

Comments:

I have spoken to Barry in this regard. I have concerns about our verbalizing that we support and promote from within, however in key positions, we have brought some one in from the outside. The recent OMB position was filled by someone from the outside even though we had an internal candidate who applied and has been an integral part of the backbone of Bill.

Through Human Resources, we offer several courses to aide in positioning staff for leadership. We have staff who take it upon themselves to garner additional degrees and certifications. We may begin to lose good staff if we continue to overlook them.

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

<b>Unacceptable</b>	<b>Below</b>	<b>Meets</b>	<b>Above</b>	<b>Expectations</b>	<b>Exceptional</b>
1	2	3	4 X	5	unknown

Comments:

I am pleased in this regard. I must share that I have a problem with staff not responding to question sposed or having to ask several times before I get a response. Even if a person is out on vacation, there should be someoen who can attain a response. I am not favorabel to canned responses.

I have shared a number of cocners regarding the rental assitance applicatin process. We should have included in the RFP that we seek not to add barriers but remove them when possible. We have barriers that have inhibited our residents from gaining assistance.

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

<b>Unacceptable</b>	<b>Below</b>	<b>Meets</b>	<b>Above</b>	<b>Expectations</b>	<b>Exceptional</b>
1	2	3	4	5 X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry really stretched assumptions by seeking a move to go to the Roll Back Rate based on the amount of revenue attained over the past two years and the revenue generated as a result of increased home sales and commercial properties.

At the request of the board, Barry also brought back two additional scenarios that gave residents a break but did not go t a full Roll Back Rate and allowed for the recoupment of funds to utilize for infrastrture programs verses institutiing another penny vie the gas tax.

This type of thinking is what the ocuntynneeds to remain relevant, forward thinking, sustainable, and resilient.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry has set a standard when working with local, state, and federal elected officials. Putting on the most recent strategic planning session at the Hilton Carillon displayed Barry's willingness and desire to work with electeds across the aisle. Not only is Barry willing to work with those focused on the future of Pinellas County, we have also been able to celebrate a few victories along the way.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry has set a standard when working with local, state, and federal elected officials. Putting on the most recent strategic planning session at the Hilton Carillon displayed Barry's willingness and desire to work with elected across the aisle. Not only is Barry willing to work with those focused on the future of Pinellas County, but we have also been able to celebrate a few victories along the way.

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

	<b>Below</b>	<b>Meets</b>	<b>Above</b>		
<b>Unacceptable</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry has achieved bringing parties together related to Tropicana Field, Barry has sought to work collaboratively with the governors office when setting up testing sites and the most recent request for Regeneron infusions.

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

	<b>Below</b>	<b>Meets</b>	<b>Above</b>		
<b>Unacceptable</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Exceptional</b>	
1	2	3	4	4.75	5
					unknown

Comments:

4.75

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COUNTY ADMINISTRATOR PERFORMANCE EVALUATION  
PINELLAS COUNTY

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

Annual Evaluation Date: \_\_\_\_September 3, 2021\_\_\_\_\_

Commissioner's Name: \_\_\_\_Gerard\_\_\_\_\_

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

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

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



**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry articulates the positions of the BCC and county administration clearly and effectively.

---

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

Barry frames discussions effectively and provides well-thought out alternatives.

---

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Always

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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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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Barry has been open to engaging with other elected officials and municipal administrators in seeking resolutions to problems. Works effectively with constituents and listens to their concerns.

---

## 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:

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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:

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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 X	unknown

Comments:

Barry demonstrates a willingness to learn and to consider others ideas. He is very good at thinking through a problem and foreseeing future issues.

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## 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.

	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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

	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

Barry has put together a highly efficient and effective team, and is not afraid to groom staff for advancement.

---

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

	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

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

	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

I have detected no personal agenda in Barry's work other than the good of the community and county organization.

---

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	X unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	X unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	X unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	X unknown

Comments:

Barry has established great working relationships with other local authorities.

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

	<b>Below</b>	<b>Meets</b>	<b>Above</b>		
<b>Unacceptable</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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

	<b>Below</b>	<b>Meets</b>	<b>Above</b>		
<b>Unacceptable</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5 X	unknown

Comments:

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COUNTY ADMINISTRATOR PERFORMANCE EVALUATION  
PINELLAS COUNTY

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

Annual Evaluation Date: \_\_\_\_\_ September 1, 2021 \_\_\_\_\_

Commissioner's Name: JUSTICE

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

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

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

**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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- 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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

Mr. Burton has developed positive relationships with Municipal Administrators as well as local, state and federal elected officials.

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## II. Interpersonal/Character Skills

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

In our one on one conversations, Mr. Burton is straight forward, open and frank about the realities of any given situation. These conversations are invaluable to the decision making process.

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- Demonstrates good judgment; exhibits critical thinking skills.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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### **III. Leadership/Management Skills and Abilities**

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

While there have several in house promotions, we have still had to go outside the organization for many important hires. This is hardly solely on Mr. Burton but we should continue to focus on improving our Pinellas employees' strengths and readiness to move up the administrative ladder.

---

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

A County staff member recently told me that Mr. Burton “exuded leadership.” He has held staff accountable, promoting and praising employees but also making difficult decisions that he felt were in the best interest of the Pinellas County organization.

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- Makes decisions based on the community’s needs, rather than any personal agenda.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

This may be one of the best attributes for a County Administrator. Mr. Burton has shown to be mission driven and not caught up in a personal agenda.

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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9. Builds partnerships where appropriate and effectively advocates the County’s position without “burning bridges.”

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5	unknown

Comments:

Mr. Burton’s self-review praises his staff for amazing work while stepping into COVID roles all the while keeping up with daily work. That credit should also be shared with Mr. Burton. COVID impacted every corner of our community and organization. We can always look back and wish we had made a particular decision here or there differently but overall our community can be proud of the way our Pinellas County team responded and led.

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COUNTY ADMINISTRATOR PERFORMANCE EVALUATION  
PINELLAS COUNTY

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

Annual Evaluation Date: 9/3/21

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

**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>		
1	2		3	4	5-X	unknown

Comments:

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- 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:

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## II. Interpersonal/Character Skills

- 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:

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- 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:

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3. Demonstrates good judgment; exhibits critical thinking skills.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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### **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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5-X	unknown

Comments:

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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:

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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:**

Having worked with Fred Marquis, Steve Spratt, Bob LaSala, Mark Woodard and now Barry, I find Barry’s energy, management style, leadership skills and abilities to be exemplary in every objective, standard and measurement that we have asked of him. Barry is very adept at recognizing when a vacuum or void exists, and he will take bold initiatives to resolve the issue and/or problem. He is exactly what the County and our Region need at this very difficult and challenging period in our history.

It is my pleasure and a real source of pride and distinction to work with him.

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: \_\_\_\_\_ 9/8/2021 \_\_\_\_\_

Commissioner's Name: Kathleen Peters \_\_\_\_\_

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

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

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

**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.

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4. X	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3. X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4. X	5	unknown

Comments:

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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:

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## 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 X	4	5	unknown

Comments:

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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:

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3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

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### 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:

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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:

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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:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3 X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3 X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3 X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3 X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3 X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3 X	4	5	unknown

Comments:

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

<b>Unacceptable</b>	<b>Below Expectations</b>	<b>Meets Expectations</b>	<b>Above Expectations</b>	<b>Exceptional</b>	
1	2	3	4 X	5	unknown

Comments:

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Due Sept 3<sup>rd</sup>

**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: 2020 - 2021

Commissioner's Name: See 1

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

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

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

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	unknown
1	2	3	4	5	

Comments:

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

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

Comments:

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

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

Comments:

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- 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:

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## II. Interpersonal/Character Skills

- 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:

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

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

Comments:

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---

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

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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	unknown
1	2	3	4	5	

Comments:

---

---

---

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

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

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	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:

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

Another challenging year! Barry's leadership in addressing many, many critical issues is outstanding. Some matters have taken longer to fix than expected but overall, progress is being made.