

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 28, 2020

Commissioner's Name: JUSTICE

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

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

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

I. Communication Skills

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

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

Comments:

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

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

Comments:

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

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

Comments:

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

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

Comments:

II. Interpersonal/Character Skills

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

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

Comments:

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

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

Comments:

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

I appreciate how he approaches issues and how he evaluates options before recommending a path forward.

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

Comments:

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

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

Comments:

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

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:

I do not see a personal agenda in his work. He carries out the decisions of the board in every attempt to meet community needs.

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

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

Comments:

Mr. Burton recognizes how important our fiscally conservative approach is to budgeting and planning. He has worked to implement that philosophy.

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

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

Comments:

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

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

Comments:

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

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

Comments:

I recently met with a group of mayors. They commented how much improved their relationship was with the County overall and with the Administrator specifically.
This is how it should be. This is how it needs to be in order to get things done with our 24 municipal partners.

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

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

Comments:

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

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

Comments:

Mr. Burton has provided exceptional leadership during this past year with pandemic response while making every effort to continue the progress that the County has made in so many other subject areas.

I appreciate his perspective as a long time administrator but without the local history. It provides meaningful insight as we work through different issues.
