

<p><b>2024 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION</b></p> <p><b>PINELLAS COUNTY</b></p>
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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, 2024

Commissioner’s Name: Dr, 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:

On occasion, communication has n tbeen clear, however Mr. Burton has offered to garner clarity and provide to commissioners, requested that an item be delayed ( removed) from the agenda until additional backup information is provided, and chided staff when staff was not adequately prepared or had not completed the necessary tasks before addressign the commission.

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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:

On a few occasions there have been issue brough forth by residents regarding ownership of property lines and the responsibility of the resident’s verses county verses developer. During the discussion, the administrator acknowledged that communication could have been better and presented alternatives that, for the most part, accommodated all involved.

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:

Clarity on the request before responding would assist me in understanding the response. I must CONGRATULATE Mr. Burton on his immediate response regarding the issues arising from the merger of Career Source Hillsborough/Pinellas. Mr. Burton not only responded, but took a stance that was needed in order to resolve what was an attemot at apower play by Hillsborough. This was a prime example of leadership and the ability to offer an immediate response!

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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:

Mr. Burton is accessible to the community, he meets with residents as a group or individually, he is respected by staff, and he has a willingness to make changes.

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## II. Interpersonal/Character Skills

1. 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 X	5	unknown

Comments:

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2. 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 X	5	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 X	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.

<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. 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 X	5	unknown

Comments:

In most instances, highly effective leadership is exhibited by those I interact the most with. For those I seldom interact with, I cannot speak to cultivating talent. Within the current training opportunities, there are courses by which staff can enhance their skillsets should they desire to seek a leadership role.

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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 X	5	unknown

Comments:

I have observed the manner in which staff have been held to a standard and when that standard was not met that individual was released from their duties. While that particular issue was not pleasant for anyone, it was and is an example of Mr. Burton's ability to make decisions based on professional actions and not personal likes.

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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:

Mr. Burton has made decisions based on the community and its needs as well as those individual requests made by commissioners. There have been times when there is no agreement between commissioners and administration, however I have not observed Mr. Burton pushing a personal agenda.

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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:

This year was an exceptional year when addressing the budget. A decrease was made in the millage rate while securing funds needed to maintain department and programmatic functions. In addition, funds were added to the reserves. While departments were asked to remain flat , a few received increases based on required functions and the need to increase service delivery. Staff were provided raises as well as a \$600 bonus which should aide in retention.

The most recent hurricane experience further enhances my concern that we maintain a strong reserve for catastrophic events. Our residents look to the county not the state or federal government to get basi functions back up and running.

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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:

The constitutional officers and Mr. Burton have a professional, amicable relationship that allows for solid service deliverables to the residents. Budgetary requests are discussed in advance, special needs to assure smooth inernal operations are discussed and supported when needed ( computer upgrades for the Supervisor of Elections and Sheriffs Office).

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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:

Mr. Burton has shown his ability to work closely with our state and federal officials. As such, the county has received a number of grants and funding streams that have allowed the county to better serve its constituents. While not successful yet, Mr. Burton continues to work with the Army Corp of Engineers to assist the commissioners and the residents to find a long term solution to beach renourishment along the barrier islands.

The selection of The Southern Group as the lobbyist for the county has been one of the best decisions in my opinion the county has made when it comes to building relationships with state legislators no matter the party. The county has been very successful in ascertaining most of the items requested when seeking support through the state.

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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."

<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:

Mr. Burton does not burn bridges ( at least not intentionally), however he does stand firm when needed.

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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:

For the past three years, Mr. Burton and I have established a professional workign relationship. While I continue to work on defining what the cpounty can and should not do with cities, I am hopeful that we will explore ways in which we can work together- saving dollars on both ends- when the issue could be solved with a cohesive decision verses city only/county only.

Mr. Burton is to be commended for his actions and resiience when addressing Hurricane Helene and Hurricane Milton. While the clean up nd restoration will take years to recover from, I feel confident that the county will remain open to creative ideas on how to rebuild our county and surrounding municipalities in order to retrurn back to the tourist destination we have been known for over the years.

One of the most intense decisions was that of the Rays/ Gas Plant District, we have yet to conclude the decision reltive to the Phillies, and we have to close the loop on our beach community. I look forward to working with Mr. Burton in these areas.

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Annual Evaluation Date: \_\_\_\_\_ October 2024 \_\_\_\_\_

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.

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5	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	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	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	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	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	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	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	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	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 is a tremendous administrator for Pinellas County. He has successfully implemented Board priorities while providing his professional guidance and leadership. He has navigated changes in Board membership along with changes in local political leadership of our 24 cities as well as our legislative and congressional representation. We have work to do in succession planning. And we all continue to learn valuable community and organizational lessons when faced with hurricane or pandemic related emergencies.

2024 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: 10/21/24

Commissioner's Name: Latvala

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.

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

Comments:

I have heard concerns from other electeds.  
Will discuss with Darry if he would like.

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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	unknown

Comments:

This is one of his strongest areas  
in my opinion

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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	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	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	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	4	5	unknown

Comments:

From all appearances he has great leaders in his organization

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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	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	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	unknown

Comments:

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

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

Comments:

There may be issues at State level. will discuss.

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

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

4.5

Comments:

I always believe there is room for improvement but I am very satisfied with Mr. Burton's performance.

<p><b>2024 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION</b></p> <p><b>PINELLAS COUNTY</b></p>
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Annual Evaluation Date:   October 21, 2024  

Commissioner’s Name:   Janet C. Long  

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

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Unknown	<b>HAS NOT OBSERVED.</b>

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Comments:

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Comments:

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

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Comments:

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Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
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Comments:

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## II. Interpersonal/Character Skills

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Comments:

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

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Comments:

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Comments:

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Comments:

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1	2	3	4	5 XXXXX	unknown

Comments:

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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 XXXXX	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 XXXXX	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 XXXXX	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 XXXXX	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 XXXXX	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 XXXXX	unknown

Comments:

The characteristics outlined in my last evaluation of Barry Burton are even more compelling and accurate than last year. Look no further than his leadership and partnership to recognize that the County is in a very good position with Barry as our Administrator. Leadership is not easily defined, but you know it when you see and experience it. Barry is a true servant leader. His sincere, genuine, compassionate dedication to being the best that he can be on behalf of all of our citizens in this County have made us all better for having known and worked with him. It is also important to recognize that his sense of self and his humor contribute greatly to his ability to build relationships and provide effective solutions to complex problems. We are very fortunate to have Barry Burton as our Administrator. Should anyone doubt it - take another look at the list of accomplishments for this past year. Good job, Barry Burton.

<p><b>2024 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION</b></p> <p><b>PINELLAS COUNTY</b></p>
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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: 10/22/2024

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.
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:

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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 x	4	5	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 x	5	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 x	5	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 x	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.

<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. 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 x	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.

<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. 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 x	5	unknown

Comments:

Room for improvement communicating key issues of interest that have arisen.

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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 x	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 x	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 x	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:

Especially doing well with crisis management. Room for growth with external

communication and PR.

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**2024 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: 10/21/2024

Commissioner's Name: Brian Scott

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 - X	5	unknown

Comments:

CA, ACA's and department directors prepare themselves well to answer questions on complex issues and options to address them. If they don't know the answer, they are honest about it, and don't try to bluff their way through something.

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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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- 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 – X	5	unknown

Comments:

I appreciate the access to staff and the culture of open communication and exchange of information that exists.

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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:

The completion of the Rays deal, with all of its complexities, egos, and public pressure on both sides, and moving forward with a new county campus took perseverance and vision.

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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 – X	5	unknown

Comments:

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- Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

The CA is quick to address new, and unexpected challenges, and where necessary, re-prioritize resources and efforts to meet them head on.

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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.

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

Comments:

Leadership and work ethic through the recent back-to-back hurricanes was critical to meeting resident's needs, and getting the county back on track as quickly as possible. This will continue to be needed to keep recovery moving forward.

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

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

Comments:

The CA has done a great job in ACA selection. With potential retirements in the next few years, this will need to be kept top of mind and continue to be a priority.

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- 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:

When necessary and appropriate, the CA will not hesitate to make adjustments to the core team. I do have questions on the effectiveness of Communications, and the overall ROI in Health and Human Services.

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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 – X	5	unknown

Comments:

The most efficient deployment of county resources that best serves the well being of residents is the CA’s priority especially in times of crisis. As we continue to witness the trauma and loss experienced by so many with back-to-back hurricanes, I look forward to an after-action report that identifies the successes and also the areas that can be improved.

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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 – X	unknown

Comments:

I appreciate the hard work on the FY25 budget. The ability to provide some relief to taxpayers while still prioritizing staff retention and service delivery shows strong leadership. With the loss experienced by so many, we cannot lose sight of this.

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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 – X	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:

Probably one of the toughest aspects of the CA's job since each municipality is unique with their own needs and ideas on what the level of county involvement should be. In this role, the CA is often either loved or hated, often in the same day.

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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 – X	5	unknown

Comments:

The leadership in organizing tri-county meetings is critical to regional cooperation.

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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:

Thank you for a successful FY 24 and a FY 25 budget that is reflective of the BCC’s priorities

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2024 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: 10.21.24

Commissioner's Name: Dave 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	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:

Always receptive though not always in agreement. Good debate is healthy as he navigates the voices of all of the Commissioners.

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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	unknown

Comments:

Whether with us, the constitutional officers, the city managers, upper management, Barry

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seems open and respectful of all. At times loses patience with public.

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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	unknown

Comments:

Barry seems ready to plan and implement and to pivot when necessary, especially as it relates

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to organizational and staff personnel.

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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	unknown

Comments:

I believe he is truthful at all times but his leadership position (at times) has created a perception issue with the public as it relates to trust or disagreement.

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- Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

By-in-large, have agreed with Barry's judgment. His ability to handle a wide span of control and to get

his team engaged and performing has been exemplary.

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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.

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

Comments:

His experience, his organization, listening, his care for people makes him a good leader.

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

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

Comments:

Have seen the great results of some of the developed leadership, but not enough understanding

on criteria used for personnel dismissal.

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- 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:

I think Barry rightfully lets his direct reports do their jobs with latitude and does make them accountable for lack of results and gives credit for good results.

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- 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:

Seems to be what drives him every day.

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- 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.

<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:

Seems to have a good working relationship with each of them especially with the Sheriff during emergency times.

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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:

Seems to have open dialogue with the City Managers.

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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	5	unknown

Comments:

I was going to rate Barry a 4.5 but this last month's (though far from perfect) leadership, performance and the logistics management have raised that score to exceptional.

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