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: 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	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.

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

Comments:

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

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Exceptional	
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.

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Exceptional	
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!

1	Unaccentable		Meets Expectations	Above Expectations	Exceptional	
·	1	2	3	4	5 X	unknown
II.	Interpers	sonal/Chara	cter Skills			
1.]	Is a "self-star	ter"; demons	trates creativ	vity; willing t	o initiate pro	ojects; visionary.
1	Unacceptable		Meets Expectations	Above Expectations 4 X	Exceptional	- Lualina a vivi
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Comme	ents:					

Comm	ients:						
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3.	Demonstrates	s good judgm	ent; exhibits	critical think	king skills.		
	Unacceptable		Meets Expectations	Above Expectations 4 X	Exceptional 5	unknown	
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III	. Leadersk	iip/Managen	nent Skills a	nd Abilities			
1.	Creates an at	mosphere for al environmen	a highly effi	cient and eff		ization; establishe ince, quality, and	s an
	Unacceptable	Expectations					
Comm	l nents:	2	3	4 X	5	unknown	
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2.	Has effective management	• •	leaders in th	e organizatio	on; cultivates	talent for future	
	Unacceptable		Meets	Above	Eveentionel		
	1	Expectations 2	3	4 X	5	unknown	
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Comments:

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			Meets	Above			
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4.	Makes decisi	ons based on	the commun	nity's needs, i	rather than a	ny personal a	genda.
	Unacceptable		Meets Expectations	Above Expectations	Eventional		
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		decisions hase	d on the com	•		ll as those indi	
					4 la a u = 1		
requests	s made by com	nmissioners. T			_		
requests	s made by com sioners and ad	nmissioners. T			_	pushing a pers	

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

		Below	Meets	Above		
Ur	nacceptable	Expectations	Expectations	Expectations	Exceptional	
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 residetns look to the county not the state or federal gvernment to get basi functions back up and running.

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

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

Comments:

The constitutional officers and Mr. Burton have a professional, ammicable 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).

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

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

Comments:

Mr. Burton has shown his ability to work closely with ourstate and federal officials. As such, the county has received a number of grants and fundin gstream sthat have allowed the county to better serve its constituents. While not successful yet, Mr. Burton conitnues 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 relationhips 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.

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

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

Comments:			

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

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

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Mr. Burton does not burn bridges (at least not itnentionally), how	wever he does stand firm when
needed.	

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	Expectations	Exceptional	
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 resilence 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	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.
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5	EXCEPTIONAL - Criteria being evaluated is exceptional.
Unknown	HAS NOT OBSERVED.

I. <u>Communication Skills</u>

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

		Below	Meets	Above		
				s Expectations		
	1	2	3	P	5	unknown
Comm	ents:					
2.	County Adm	ninistrator ou	tlines issues	s effectively an	d provides 1	meaningful alternative
		Dolom	Masta	A b area		
	Unacceptable	Below Expectations	Meets Expectation	Above Expectations	Exceptional	
	1	2	3	4	5	unknown
<i>C</i>						
Comm	ents:					
3.	County Adm	ninistrator is	responsive t	to inquiries from	m Board Mo	embers.
		Below	Meets	Above		
	Unacceptable			s Expectations	Exceptional	
	1	2	3	(4)	5	unknown
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Comm	ems:					
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C	Commissione	ers and staff.				
U	nacceptable	Below Expectations	Meets Expectations 3	Above Expectations	Exceptional 5	unknown
ommer	nts:					
II.	Interners	sonal/Chara	cter Skills			
				vity; willing t	o initiate pro	jects; visionary
U	nacceptable	Below Expectations	Meets Expectations 3	Above Expectations	Exceptional 5	unknown
ommer	nts:					
2. S	incere and s	traightforwa	rd; projects a	nn image of bo	eing trustwo	rthy.
τ	nacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional 5	unknown
ommer	nts:					

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

III. Leadership/Management Skills and Abilities 1. Creates an atmosphere for a highly efficient and effective organization; establish organizational environment that has high standards for performance, quality, and customer service. Unacceptable Below Meets Above Expectations		Unacceptable	Below Expectation	Meets s Expectations	Above Expectations	Exceptional	
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Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknown Demonstrated Below Meets Above Unacceptable Expectations Expecta		customer ser	vice.				
2. Has effectively developed leaders in the organization; cultivates talent for future management positions. Unacceptable Below Meets Above Expectations Expec		Unaccentable				Excentional	
2. Has effectively developed leaders in the organization; cultivates talent for future management positions. Visual Company of the image of the i					4	5	unknown
2. Has effectively developed leaders in the organization; cultivates talent for future management positions. Visual Company of the image of the i		anta.					
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3. Demonstrates good judgment; exhibits critical thinking skills.

	Unacceptable	Below Expectations	Meets Expectations	Above	Eventional	
	1	2	3	4	5	unknown
Comm	nents:					
4.	Makes decisi	ons based or	1 the commun	nity's needs,	rather than a	nny personal agenda.
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional 5	unknown
Comm	nents:					
5.	Accurately reestablishing				nd demonstr	ates leadership in
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations 4	Exceptional 5	unknown
Comm	nents:					

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

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Comm	ents:					
7.	Interacts wel	l/works with	State and Fe	deral offic	cials.	
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Comm	ents:					
8.	Interacts wel	l/works with	municipaliti	es and loc	al organization	ns.
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	Unacceptable	Below Expectations	Meets Expectations		ons Exceptiona	ıl
	1	2	3	4	[5]	unknown
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Comm	ents:					

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

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

	Below	Meets	AD	ove		
Unacceptable	Expectations	Expectations	EX	pectations	Exceptional	
1	2	3	4		5	unknown

Comments:			

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

	Below	Meets	Ab	ove		
Unacceptable	Expectations	Expectations	Ex	pectations	Exceptional	
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.

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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	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
Comme	ents:			
2.	County Adm	inistrator ou	tlines issues e	effectively and provides meaningful alternative
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations Exceptional 4
Comme	ents:			<i></i>
3.	County Adm	ninistrator is 1	responsive to	o inquiries from Board Members.
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations Exceptional unknown
Comm	ents:			

4. Open/accessible to the public; treats public, elected officials and staff with respect and willingness to listen and consider their input. Encourages open communication between
Commissioners and staff.
Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknown
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Comments: Though heard fourtefus from other planteds
I have heard concerns from other electeds. Will Discouse with Darry if he would like.
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II. Interpersonal/Character Skills
interpersonal/Character Skins
1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionary.
Below Meets Above
Unacceptable Expectations Expectations Expectations (Exceptional
1 2 3 4 (5) unknown
Comments:
This is one of his Grongest areas
in My opinion
2. Sincere and straightforward; projects an image of being trustworthy.
Below Meets Above
Unacceptable Expectations Expectations Expectations Exceptional [1] [2] [3] [4] [5] [5] [5] [6] [6] [6] [6] [6] [6] [6] [6] [6] [6
Comments:

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III. <u>Leaders</u>	nip/Manage	ment Skills	and Abilit	ies		
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eaders	in 1	115	organ	zatio	great	

3. Demonstrates good judgment; exhibits critical thinking skills.

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Comments:		Unacceptable	Expectations	Expectation	Expectations		
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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 Expectation	ns Exceptional	ı
	1	2	3	4	(5)	unknown
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7.	Interacts we	ll/works with			cials.	
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6. Interacts well/works with the county's Constitutionals.

9.	Builds partner without "bur			e and effective	ely advoc	ates the Cour	nty's position
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2024 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION PINELLAS COUNTY

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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:

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

1	UNACCEPTABLE – Criteria being evaluated is well below expectations.
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Unknown	HAS NOT OBSERVED.

I. Communication Skills

Below

Meets

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

Above

		Expectations	Expectations	Expectations	Exceptional	
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	Unacceptable	Below Expectations	Meets Expectations 3	Above Expectations 4	Exceptional 5 XXXXX	unknown
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II.	. <u>Interper</u>	sonal/Chara	cter Skills			
1.	Is a "self-star	ter"; demons	strates creativ	vity; willing t	o initiate pro	pjects; visionary
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5 XXXXX	unknown
2.	Sincere and s	straightforwa	rd; projects a	nn image of b	eing trustwo	rthy.
		Below	Meets	Above		
	Unacceptable	Expectations 2	Expectations 3	Expectations 4	Exceptional 5 XXXXX	unknown
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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

eadership/I	Management to the state of the	nt Skills a		Sective organ for performa	ization; establis
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es an atmos zational en ner service. Be ptable Exp	phere for a livironment to low Medications Ex	highly effi hat has hig	cient and eff gh standards Above Expectations	Pective organ for performa Exceptional	ance, quality, an
zational en ner service. Be ptable Exp	vironment t	that has hig	gh standards Above Expectations	for performa	ance, quality, an
ptable Exp	ectations Ex		Expectations		unknown
					unknown
-	_	aders in th	e organizatio	on; cultivates	s talent for future
Be	low Me	eets	Above		
		pectations			1
2	3		<u> </u> 4	5 XXXXX	unknown
	ement posi	ement positions. Below Montable Expectations Ex	ement positions. Below Meets ptable Expectations Expectations	ement positions. Below Meets Above ptable Expectations Expectations	Below Meets Above ptable Expectations Expectations Exceptional

3. Demonstrates good judgment; exhibits critical thinking skills.

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

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Evantional	
	1	2	3	4	5 XXXXX	unknown
Comm	ents:					
4.	Makes decisi			•	rather than a	ny personal agen
4.	Makes decisi	Below	Meets	nity's needs, n Above Expectations		ny personal agen
4.		Below	Meets	Above		ny personal ageno
4.	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	

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

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

Comments:			

7. Interacts well/works with State and Federal officials. Unacceptable Expectations Expectations Expectations Exceptional 1		Tingagantahla	Below	Meets	Above	E	
7. Interacts well/works with State and Federal officials. Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 XXXXX unknown Comments: 8. Interacts well/works with municipalities and local organizations. Below Meets Above		Unacceptable 1					unknown
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2 3 4 5 XXXXX unknown Comments: 8. Interacts well/works with municipalities and local organizations. Below Meets Above			Below	Meets	Above		
8. Interacts well/works with municipalities and local organizations. Below Meets Above		Unacceptable	Expectations				
8. Interacts well/works with municipalities and local organizations. Below Meets Above		- 1	2	3	4	5 XXXXX	unknown
8. Interacts well/works with municipalities and local organizations. Below Meets Above		-					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
Below Meets Above	Comm	nents:					
			1/works with	municipaliti	es and local o	organizations	S.
Unacceptable Expectations Expectations Exceptional			l/works with	municipaliti	es and local o	organizations	3.
1 2 3 4 5 XXXXX unknown		Interacts wel	Below	Meets	Above		S.

Comments:

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

		Below	Meets	Above		
Į	nacceptable	Expectations	Expectations	Expectations	Exceptional	
	1	2	3	4	5 XXXXX	unknown
		•	•	•		

Comments:			

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

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

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:	10/22/2024
Commissioner's Name:	Kathleen Peters

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

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

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

I. Communication Skills

Below

Meets

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

Above

	U nacceptable	Expectations	Expectations	Expectations	Exceptional	
	1	2	3	4 x	5	unknown
	amta.					
omm	ents:					
2.	County Adm	inistrator out	lines issues e	effectively an	d provides r	neaningful alternativ
		Below	Meets	Above		
	Unacceptable				Exceptional	
	1	2	3	4 x	5	unknown
3.	County Adm	inistrator is r	esponsive to	inquiries from	m Roard Me	mharc
3.	County Adm	iiiisiiaioi is i	esponsive to	inquiries iro	iii Doaru ivic	inocis.
		Below	Meets	Above		
	Unacceptable			Expectations		T .
	1	2	3	4	5 x	unknown
	4					
omm	ents:					

Unacceptable Expectations Expectations Expectations Exceptional II. Interpersonal/Character Skills II. Interpersonal/Character Skills II. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionar Unacceptable Expectations Expectations Expectations			Below	Meets	Above		
II. Interpersonal/Character Skills 1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionar Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown 2. Sincere and straightforward; projects an image of being trustworthy. Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown		U nacceptable		Expectations	Expectations		
1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionar Description Below Meets Above Expectations Expectations Expectations Exceptional		1	2	3 x	4	5	unknown
1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionar Description	omme	ents:					
1. Is a "self-starter"; demonstrates creativity; willing to initiate projects; visionar Description Below Meets Above Expectations Expectations Expectations Exceptional 1							
2. Sincere and straightforward; projects an image of being trustworthy. Below Meets Above Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown 2. Sincere and straightforward; projects an image of being trustworthy. Below Meets Above Unacceptable Expectations Expectation		_					
Unacceptable Expectations Expectations Expectations Expectations Expectations Expectations 1	11.	Interper	sonal/Chara	cter Skills			
Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown Omments: 2. Sincere and straightforward; projects an image of being trustworthy. Below Meets Above Unacceptable Expectations Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown	1.	Is a "self-star	ter"; demons	trates creativ	vity; willing t	o initiate pro	ojects; visionary
Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown Comments: 2. Sincere and straightforward; projects an image of being trustworthy. Below Meets Above Unacceptable Expectations Expectations Expectations Expectations Exceptional 1 2 3 4 x 5 unknown			Below	Meets	Above		
2. Sincere and straightforward; projects an image of being trustworthy. Unacceptable Expectations Expectations Expectations Exceptional 1		Unacceptable	Expectations	Expectations	Expectations		
2. Sincere and straightforward; projects an image of being trustworthy. Below Meets Above		1	2	3	4 x	5	unknown
Unacceptable Expectations Expectations Expectations Expectations Exceptional	omme	ents:					
UnacceptableExpectationsExpectationsExceptional1234 x5unknown							
	2.	Sincere and s	straightforwa	rd; projects a	n image of b	eing trustwo	rthy.
	2.	Sincere and s				eing trustwo	rthy.
Comments:			Below Expectations	Meets Expectations	Above Expectations	Exceptional	
			Below Expectations	Meets Expectations	Above Expectations	Exceptional	
		Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
		Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	

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

	Unacceptable		Meets Expectations	Above Expectations	Excentional	
	1	2	3	4 x	5	unknown
nme	ents:					
III.	Landard	nip/Manager	nant Skille e	and Abilities		
						:4:1_1
1.	organizationa	al environme				nization; estable ance, quality,
	customer ser	vice.				
	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 x	5	unknown
	Has effective management	positions.			on; cultivates	s talent for fut
		positions. Below	Meets	Above Expectations 4 x		s talent for futi
2	Has effective	ly developed	leaders in th	ne organizatio	on: cultivates	s talent for

3. Demonstrates good judgment; exhibits critical thinking skills.

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

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

Comm	ante:					
Comm	ienis:					
4.	Makes decisi	ions based or	the commun	nity's needs,	rather than a	ny personal agenda.
	TT . T.	Below	Meets	Above		
	Unacceptable	Expectations	Expectations	Expectations	Exceptional	
	1					1
	1	2	3	4	5 x	unknown
	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
Comm	1					unknown
	nents:	2	3	4	5 x	
	anents: Accurately re	eflects the Bo	pard's fiscal p	philosophy ar	5 x	tes leadership in
	nents:	eflects the Bo	pard's fiscal p	philosophy ar	5 x	
	anents: Accurately re	eflects the Boand meeting	pard's fiscal p	ohilosophy ar	5 x	
	anents: Accurately re	eflects the Boand meeting Below	pard's fiscal pudget goals.	philosophy an	5 x	

Comments:	
	_
	-
	-

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

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

7	T 1	1/ 1 1/1	C 1 F	1 1 00 1		
7.	Interacts wel	I/Works With	State and Fe	derai official	S.	
	Unacceptable	Below Expectations	Meets	Above Expectations	Evantional	
	1	2	3	4 x	5	unknown
8.	Interacts wel	l/works with	municipaliti	es and local o	organization	S.
	Unaccontable	Below	Meets	Above Expectations	Evacational	
	Unacceptable 1	2	3	4 x	5	unknown
	1					
	1					
Comm	nents:					
Comm	nents:					

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

	Below	Meets	Above		
Unacceptable	e Expect	ations Expectation	ons Expectati	ions Except	ional
1	2	3	4 x	5	unknown

Comments:					
10. Overall, how	would you	rate the Co	ounty Admi	nistrator's pe	erformance?
**	Below	Meets	Above		
1	2	3	ons Expecta 4 x	tions Exception 5	unknown
Comments:					
Especially doing we	ll with crisis	manageme	ent. Room f	or growth wi	th external
communication and F	PR.				

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

I. <u>Communication Skills</u>

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

Unacceptable	Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5 – X	unknown
its:					
			CC .: 1	م ماندسم ا	
County Adn	ninistrator out	lines issues e	effectively an	a provides n	neaningful alte
•	Below	Meets	Above	-	neaningful alte
J nacceptable 1 nts: s and depart	Below Expectations 2 ment directors	Meets Expectations 3	Above Expectations $4-X$	Exceptional 5 answer ques	unknown
Unacceptable 1 ents: 's and departions to addres	Below Expectations 2 ment directors	Meets Expectations 3	Above Expectations $4-X$	Exceptional 5 answer ques	unknown
Unacceptable 1 ents: 's and depart	Below Expectations 2 ment directors ss them. If they	Meets Expectations 3	Above Expectations $4-X$	Exceptional 5 answer ques	unknown
Unacceptable 1 ents: 's and depart ions to addreseir way through	Below Expectations 2 ment directors ss them. If they gh something.	Meets Expectations 3 prepare then don't know to	Above Expectations $4-X$	Exceptional 5 answer quesey are hones	unknown stions on complet about it, and co
Unacceptable 1 ents: 's and depart ions to addreseir way through	Below Expectations 2 ment directors as them. If they as something.	Meets Expectations 3 prepare then don't know to esponsive to Meets	Above Expectations 4 - X Inselves well to the answer, the inquiries from	Exceptional 5 answer quesey are honest m Board Me	unknown stions on complet about it, and co

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

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

\sim						
(`i	\cap 1	n	m	e	nt	ς.

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

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

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

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

Comments:

The 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.

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

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

_		

3. Demonstrates good judgment; exhibits critical thinking skills.

	Below	Meets	Above			
Unacceptable	Expectations	Expectations	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.

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 – 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.

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-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.

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

		Below	Meets	Above		
U	nacceptable	Expectations	Expectations	Expectations	Exceptional	
	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.

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

	Below	Meets	Above			
Unacceptable	Expectations	Expectations	Expectations	Exceptional		_
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.

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

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

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.

6.	Interacts wel	l/works with	the county's	Constitution	als.	
	U nacceptable	Below Expectations	Meets Expectations	Above Expectations		1
	1	2	3	4	5 – X	unknown
Comm	nents:					
7	Interacts wel	l/works with	State and Fe	deral official	S	
7.	Interacts wel				s.	
7.	Interacts wel	Below	Meets	deral official Above Expectations		ıl
7.		Below	Meets	Above		l unknown
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptiona	
7.	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptiona	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptiona	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptiona	
Comm	Unacceptable	Below Expectations 2	Meets Expectations 3	Above Expectations 4 – X	Exceptiona 5	unknown
Comm	Unacceptable 1 nents: Interacts wel	Below Expectations 2 1/works with Below	Meets Expectations 3 municipalitie Meets	Above Expectations 4 - X es and local of Above	Exceptiona 5	unknown ns.
Comm	Unacceptable 1 nents:	Below Expectations 2 1/works with Below	Meets Expectations 3 municipalitie Meets	Above Expectations 4 – X es and local of	Exceptiona 5	unknown ns.

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

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

	1	 -	<u> </u>	$\mathbf{\pi} - \mathbf{\Lambda}$	1-	ulikilowii
Comme	ents:					
The lead	dership in o	organizing tri-	county meeti	ings is critical	to regional o	cooperation.
10		1.1				0
10.	Overall, ho	w would you	rate the Cour	nty Administr	ator's perfor	mance?
		Below	Meets	Above	-	mance?
		•	Meets	Above	-	unknown
	Unacceptabl	Below	Meets	Above Expectations	Exceptional	
Comme	Unacceptabl 1 ents:	Below Expectation	Meets s Expectations 3	Above Expectations 4 – X	Exceptional 5	unknown
Comme	Unacceptabl 1 ents:	Below Expectation	Meets s Expectations 3	Above Expectations 4 – X	Exceptional 5	
Comme	Unacceptabl 1 ents:	Below Expectation	Meets s Expectations 3	Above Expectations 4 – X	Exceptional 5	unknown
Comme	Unacceptabl 1 ents:	Below Expectation	Meets s Expectations 3	Above Expectations 4 – X	Exceptional 5	unknown

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	
		X X X X X

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.

		Below	Meets	Above		
		Expectations			Exceptional	
	1	2	3	4	<mark>5</mark>	unknown
Comm	ents:					
2.	County Adm	inistrator out	lines issues e	effectively an	d provides n	neaningful alternatives
	II	Below	Meets	Above	E	
	1	Expectations 2	Expectations 3	Expectations 4	Exceptional 5	unknown
3.	County Adm	inistrator is r Below Expectations	Meets	Above		mbers.
		2	3	4	5	unknown
	receptive thou				e is healthy as	s he navigates the
voices (of all of the Co	mmissioners.				

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

		Below	Meets	Above			
U	nacceptable	Expectations	Expectations	Expectations	Exceptional		
	1	2	3	4	5	unknown	

\sim							
('	Ω 1	n	m	P 1	nt	C	•

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

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

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

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

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

Comments:

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

to organizational and staff personnel.

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	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 pubic as it relates to trust or disagreement.

3.	Demonstrates g	ood judgment:	exhibits critical	thinking skills.
⋾.	Demonstrates &	ood jaagiiioiii,	CATHOLIS CHICAL	uniming bigins.

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

-	٧.					
(`^	m	m	en	te	٠

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.

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:

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

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:

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

on criteria used for personnel dismissal.

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

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

4. Makes decisions based on the community's needs, rather than any perso Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknow 5. Accurately reflects the Board's fiscal philosophy and demonstrates leader establishing and meeting budget goals. Unacceptable Expectations Expectations Expectations Exceptional 5 unknow 5 unknow 6 Expectations Expectations Expectations Exceptional 6 unknow 6 unknow 7 unacceptable Expectations Expectations Exceptional 8 unknow 9 unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknow	es decisions based on the community's needs, rather than any personal agreement of the community of the comm	Unacceptable Expectations Expectations Expectations Exceptional 1							
4. Makes decisions based on the community's needs, rather than any perso Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknow 5. Accurately reflects the Board's fiscal philosophy and demonstrates leader establishing and meeting budget goals. Unacceptable Expectations Expectations Expectations Exceptional 5 unknow 5 unknow 6 Expectations Expectations Expectations Exceptional 6 unknow 6 unknow 7 unacceptable Expectations Expectations Exceptional 8 unknow 9 unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknow	es decisions based on the community's needs, rather than any personal as Below Meets Above Expectations Expectations Expectations Exceptional 2 3 4 5	4. Makes decisions based on the community's needs, rather than any personal Unacceptable Expectations Expectations Expectations Exceptional Expectations based on the community's needs, rather than any personal Unacceptable Expectations Expectations Expectations Exceptional Comments: Seems to be what drives him every day. 5. Accurately reflects the Board's fiscal philosophy and demonstrates leadersh establishing and meeting budget goals. Unacceptable Expectations Expectations Exceptional Unacceptable Expectations Expectations Expectations Exceptional 1 2 3 4 5 unknown	C	a austa s					
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				Accurately establishin	y reflects the ag and meeting	Board's fiscang budget goa	als. Above		onal

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

Meets

Above

Below

	Unacceptable	Expectations	Expectations	Expectations	Exceptional	
	1	2	3	4	<mark>5</mark>	unknown
ems	ents: to have a good ency times.	working relat	ionship with e	each of them e	specially with	n the Sheriff durir
7.	Interacts wel	Below	Meets	Above		
	Unacceptable 1	Expectations 2	Expectations 3	Expectations 4	Exceptional 5	unknown
8.	Interacts wel		_		rganizations	
8.		Below	Meets	Above Expectations	Exceptional	
8.		Below	Meets	Above Expectations		unknown

	U <u>nacceptable</u>	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	<mark>4</mark>	5	unknown
mm	ients:					
10	Overall how	ywauld yau r	rate the Coun	tv. Administr	ator's perfor	mance?
10	. Overall, how	would you r	rate the Coun	ty Administr	ator's perfor	mance?
10		Below	Meets	Above	•	mance?
10	. Overall, how Unacceptable	Below	Meets	•	•	
10		Below Expectations	Meets Expectations	Above	Exceptional	mance? unknown
mm	Unacceptable 1 nents:	Below Expectations	Meets Expectations	Above Expectations 4.5	Exceptional 5	unknown
mm ⁄as į	Unacceptable 1 nents:	Below Expectations 2 Barry a 4.5 bu	Meets Expectations 3	Above Expectations 4.5 onth's (though	Exceptional 5 h far from pe	unknown erfect) leadersh