

COUNTY ADMINISTRATOR PERFORMANCE EVALUATION  
PINELLAS COUNTY

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

Annual Evaluation Date: September 28, 2020

Commissioner's Name: 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.**

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

Comments:

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

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

Comments:

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

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

Comments:

Whether through returned phone calls or emails, BB is always quick to respond with time needed.

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

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

Comments:

Appreciate the opportunity to communicate directly with the Directors within the organization. In addition, he has been very communicative with all Commissioners and established periodic meetings with the assistants.

## II. Interpersonal/Character Skills

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

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

Comments:

Specific projects include Mental Health review and Building/DRS department reviews.

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

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

Comments:

3. Demonstrates good judgment; exhibits critical thinking skills.

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

Comments:

Certainly exhibited this skill set during this past six months.

## 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:

Most of the system/department reviews are accompanied by outside perspective (consultants, businesses and residents) and employee input.

- 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:

Specific examples was the creation of our Assistant to the County Administrator positions.

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

Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
1	2	3	4	5	Unknown**

Comments:

Unknown

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

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

Comments:

Driven to improve systems and departments for our residents.

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

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

Comments:

From the beginning strategic plan meeting followed by department meetings to the budget perspective changes have all been welcomed.

**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:

Periodic meetings seemingly indicate communication openness with Constitutionals.

**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:

Off session meetings with our legislative delegation have seemingly been positive

**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:

Before and during pandemic periodic meetings with City Managers has been regular and constructive.

**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:

Regional meetings were held before and during pandemic as appropriate.

**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:**

This past year has been most unique and overall BB performance has been exemplary before pandemic and certainly he has held us together during this past months with high energy, strong leadership and positive attitude. He continued to accept challenges much as he challenged his staff and the Executive Policy Group.