

County Administrator Annual Evaluation 2024-2025

Evaluation Process

The evaluation of the County Attorney for 2024-2025 has been completed by:

- Dave Eggers, Commissioner, District 4, Vice Chair
- Dr. Rene Flowers, Commissioner, District 7
- Chris Latvala, Commissioner, District 5
- Vince Nowicki, Commissioner, District 3
- Kathleen Peters, Commissioner, District 6
- Chris Scherer, Commissioner, District 1
- Brian Scott, Commissioner, District 2, Chair

The evaluation focused on the following core executive leadership competencies: Strategic Vision and Planning, Decision-Making and Judgment, Change Management, Influence and Collaboration, Ethical Leadership, Communication and Interpersonal Skills, Results Orientation, Innovation and Problem-Solving and Resilience and Adaptability.

Ratings for each category are as follows: Exceptional Performance (5), Exceeds Expectations (4), Doing Just Fine (3), Needs Improvement (2) and Needs Significant Improvement (1).

Ratings

See the table on the next page for a breakdown of individual ratings by each reviewer, in alphabetical order by last name, for each category. Average ratings are listed in the last row and column.

Comments

If comments were provided, they are listed by verbatim. Comments are listed in alphabetical order by last name.

- **Dave Eggers, Commissioner, District 4, Vice Chair:** “From strategic planning development and corresponding penny prioritization to actual implementation as exhibited by the CDBG-DR process to adapting to changing environments as in our building department, to working diligently with our state-regional-city partners to further our regional collaboration (invaluable relationships formed during recovery), city collaboration during post storm meetings and working closely with constitutional officers during budget process, Barry has exemplified superior leadership throughout this past year.”
- **Dr. Rene Flowers, Commissioner, District 7:** “Overall, I believe that Barry is doing a great job with the county. I applaud his desire to look at efficiencies in departments, look at realigning roles within the county, collaborating with other elected official as and municipal governments within the county, and working towards a regional solution to the concerns that plague the state in general. I have had and have questions about some hiring and promotions within the county. While the ultimate decision is Barrys, hiring decisions reflect the board and the county as a whole. When standards are not held the same for all hiring within the county, it leads those employed and those who sought employment but were constrained to believe that the field is not the same for everyone. I look forward to continuing the work and closing the loop on some major projects going forward such as the Phillies, potentially another round with the Rays, the construction and development of a new administration building, stormwater sewer project completions, and addressing legislative actions that impact Pinellas County.”
- **Chris Latvala, Commissioner, District 5:** “Barry has done an exceptional job leading the County and continues to demonstrate steady and thoughtful leadership.”
- **Vince Nowicki, Commissioner, District 3:** “None at this time.”
- **Kathleen Peters, Commissioner, District 6:** “N/A.”
- **Chris Scherer, Commissioner, District 1:**
 - “Strategic Vision and Planning: The administrators plans for the HUD CDBG grant application and its implementation have greatly exceeded my expectations.
 - Decision-Making and Judgment : Sound!
 - Change Management: This has been the year of emergency management and recovery in which our administrator has done an excellent job. This has not been a year to implement organization changes.
 - Influence and Collaboration: Our Administrator is a highly talented manager. His ability to set goals and motivate staff to achieve these goals has been exceptional.
 - Ethical Leadership: I have cause to question our administrators ethics or ethical leadership. To the contrary have witnessed my instances whereby he has demonstrated a high level of ethical leadership.
 - Communication and Interpersonal Skills: Active listening skills could be improved. At times our administrator seems resistive to policy changes he does not support. The administrator also has a tenancy to actively engage in policy

discussions and injection his personal preferences into the discussion. Policy should be set by the Board and Implemented by the Administration.

- Results Orientation: Management of Staff its results have been exceptional.
- Innovation and Problem-Solving: Solutions to the emergency & recovery efforts showed a high level of creative thinking and problem solving.
- Resilience and Adaptability: Barry's performance during the storms and recover showcased his Resilience and Adaptability.”
- **Brian Scott, Commissioner, District 2, Chair:** “Barry's leadership through hurricane response and recovery was incredible. Coordinating all departments, partners, and vendors towards a singularly focused goal was no easy task. He led by example both in words and action. Efforts to reduce the tax burden on residents is appreciated and has not gone unnoticed.”