# 2022 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 8, 2022	
Commissioner's Name: _	Charlie 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.
1	ABOVE EXPECTATIONS - Criteria being evaluated exceeds expectations.
5	EXCEPTIONAL - Criteria being evaluated is exceptional.
Jnknown	HAS NOT OBSERVED.

I.	Commun	ication	<b>Skills</b>

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

	Unacceptabl	2	3	ons Expectati	5	unknown
Comr	nents:					
/Ir Ri	urton effective	alv shares "Co	unty" nositic	ns an imparts	ant incurs wi	th both internal and exte
	ers throughou			ons on importa	ant issues wi	th both internal and exte
2.	County Ad	ministrator o	outlines issu	es effectively	and provid	les meaningful alternat
	-	Below	Meets		•	<b>5</b>
	Unacceptable	e Expectatio		Above ons Expectation	ons Exception	onal
	1			_(4)	5	unknown
omn	nents:					
r Du	urton cloarly o	valains issues	at band and	offers coord		Manus at least a second at the second
						ternatives as well as bei
		ninistrator is	s responsive	to inquiries	from Board	Members.
3.	County Adr					
3.	County Adr	Relow	Moote	Abovo		
3.	Unacceptable			Above ns Expectation		
3.					ons Exception 5	unknown
	Unacceptable	Expectation	ns Expectatio	ns Expectation		
omm	Unacceptable 1 nents:	Expectation 2	ns Expectatio 3	ns Expectation 4	5	

4.	willingness	sible to the part to listen and ners and staff	consider their	oublic, elect r input. Enc	ed officials a courages ope	and staff with respendent communication before	ect and between
	Unacceptable	Below Expectation	Meets s Expectations	Above Expectation	ns Exception:	unknown	
Comm	ents:						
l am co level of	ntinually pleas the organizat	sed with how ion and the pu	Mr. Burton ha ublic.	ndles interpo	ersonal comm	nunication with folks	at every
II.	Interper	sonal/Chara	acter Skills				
1.	Is a "self-sta	rter"; demon	strates creativ	vity; willing	g to initiate p	rojects; visionary.	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectation	s Exceptiona	unknown	
Comme	ente:					GIRGIO WII	
		projects with	nout any need	to be micro	omanaged by	the Board.	
2. \$	Sincere and s	traightforwa	rd; projects a	n image of	heina trustss	orthy	
				_	being trustwo	oruny.	
1	Unacceptable 1		Meets Expectations 3	Above Expectations 4	Exceptional 5	unknown	
Comme	nts:						
I have fo	und Mr. Burto	n to be incred	dibly straight f	orward in ou	ır communica	tions.	
							<u> </u>

3. Demonstrates good judgment; exhibits critical thinking skills.

	Below	Meets	Abo	ve		
<b>Unacceptable</b>	Expectations	Expectations	Ext	ectations	Exceptional	
1	2	3	4		5	unknown

#### Comments:

Mr. Burton shows solid evaluation of the issues at hand – both at a policy and political level.

# 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	Abo	ve		
Unacceptable	Expectations	Expectations	Eyp	ectations	Exceptional	
1	2	3	4		5	unknown

#### Comments:

Employees have opportunities to be rewarded with promotion and responsibilities but should also know that accountability is essential and expected.

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

Unacceptable Expectation Exectations Expectations Exceptional		Below	Meets	3	Above		
1 2 3 4 5 4 4 1 5	Unacceptable	Expectation	Expec	ctations	Expectations	Exceptional	
The property of the property o	1	2	3		4	5	unknown

#### Comments:

This doesn't happen in a vacuum and there are always multiple factors at play but I want us to continue to find ways to promote from within where it is possible and appropriate. Building our own farm team while adding needed outside talent is the right balance in my opinion.

3.						ff assigned to proork and projected	
	Unacceptable	Below Expectation	Meets s Expectations	Above Expectation	s Except	tional unknown	
Comn	nents:						
Mr. Bu	irton has not be	en afraid to l	hold employee	es accountabl	e.		
4.	Makes decisi	ons based or	n the commu	nity's needs,	, rather tl	nan any personal	agenda.
	Unaccentable	Below	Meets	Above		. ,	
	Unacceptable 1	2	S Expectations 3	Expectations 4	5 Except	unknown	
Comm	entc•						_
	ay 1, I have fou but responding					l do not sense a pe	ersonal policy
agenua	i but responding	g to the com	numity needs a	and Commiss	ion aireci	<u></u>	
				-			
5.	Accurately re establishing a				nd demo	onstrates leadersh	ip in
		Below	Meets	Above			
	Unacceptable 1	Expectations 2	<b>Expectations</b>	T	Excepti 5		٦
	I.	<u>Z</u>	<u> </u> 3	4	D	unknown	_
Comm	ents:						
Mr. Bur	ton's budgets a	nd policy init	iatives reflect	the Administ	rator's ar	nd Commission's b	lended
<u>orioritie</u>							

6.	Interacts wel	l/works with	the county's	Constitution	nals.	
	Unacceptable	Below Expectations	Meets Expectations 3	Above Expectations	Exceptional 5	unknown
C		2	<u> </u>	П	<b>D</b>	UIIKIIOWII
Comm	ents:					
Mr. Bur	ton seems to l	nave solid, pro	ductive relation	onships with o	our Constituti	onal partners.
			· · · · · · · · · · · · · · · · · · ·			
_						
7.	Interacts wel	l/works with	State and Fed	deral official	S.	
	Unacceptable		Meets Expectations	Above	Exceptional	
	1	2		4	5	unknown
Comme	ents:					
Mr. Bur	ton interacts e	ffectively with	our legislativ	e leaders.		
			- подголати			
8.	Interacts well	/works with 1	nunicipalitie	s and local o	organizations	•
	Umaaaautahla			Above	30 41 3	
	Unacceptable 1	Expectations 2		Expectations 4	5	unknown
Comme	ents:					
Mr. Burt	on interacts ef	<u>tectively with</u>	our municipa	and commu	nity partners.	
			<u> </u>			

9.	Builds partn without "bu	erships wher	e appropriat s."	e and effecti	vely advocate	es the County's position
		Below	Meets	Above		
	Unacceptable	Expectation		s Expectation	s Exceptional	
	1	2	3	(4)	5	unknown
Comn	nents:					
Mr. Bu	rton effectively	y builds partne	erships with o	our communit	y to move Cou	nty forward.
	·					
10	. Overall, how	would you i	rate the Cour	nty Administ	trator's perfoi	mance?
				•	1	
	Unacceptable	Below Expectations	Meets	Above	s_Exceptional	
		2	3	4	5	unknown
						MINIOVII
Comm	ents:					
N/I∞ Diii	rton has contin	مام م مريا المري	d			
	strator.	ually exceede	<u>a expectation</u>	is in aimost e	very area of ni	s role as County
7.01111111	strator.					
					<del></del>	<del></del>

# 2022 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION PINELLAS COUNTY

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Annual Evaluation Date: 9/6/22

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.
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	<b>Expectations</b>	Exceptional		
1	2	3	4	5(X)	unknown	

#### Comments:

<u>More than aware of his audience. His commitment to excellenece and to accomplishing the mission of providing the best public service in America is commendable.</u>

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5(X)	unknown

#### Comments:

Barry outlines issues in a very well thought through and organized manner; so much so, it addresses everyone's diverse and unique points of view. It is methodically presented with a lot of data to ensure that we are well prepared to discuss, debate and make solid and informed decisions

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

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

#### Comments:

Barry consistently responds to messages, phone calls and requests for actions. He does not let problems or issues go unresolved. That is very important to me!

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			
<b>Unacceptable</b>	<b>Expectations</b>	Expectations	<b>Expectations</b>	Exceptional		
1	2	3	4	5 (X)	unknown	

#### Comments:

Barry does an outstanding job in this space. Employees speak

very highly of him and his willingness to work with them. The

organization is in a healthy and productive place from my

perspective.

### II. Interpersonal/Character Skills

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	1

### Comments:

Barry willingly embraces new ideas; that said, he brings a steady sense of caution into the conversation as well as

patience. He wants to dot the i's and cross the t'-which is as it should be in his position.

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5 (X)	unknown

Comments:

Barry is very direct-sometimes painfully so. However, that trait is much appreciated because you never have to worry or guess where he is coming from. It is easy to trust that he will do the right thing for the good of the organization.

3. Demonstrates good judgment; exhibits critical thinking skills.

	Below	Meets	Above			
Unacceptable	Expectations	<b>Expectations</b>	<b>Expectations</b>	Exceptional		
1	2	3	4	5	unknown	

Comments:

Barry's judgment is strong, solid and ethical, as are his critical thinking skills.

# 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			
<b>U</b> nacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional		
1	2	3	4	5(X)	unknown	

Barry sets the standard. Employees know that and therefore, they perform to the very best of their ability.

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

	Below	Meets	Above			
Unacceptable	Expectations	<b>Expectations</b>	<b>Expectations</b>	Exceptional		
1	2	3	4	5(X)	unknown	

Comments:

Barry has done a very commendable job providing and ensuring

staff and employees have opportunities for personal and

professional growth

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	<b>Expectations</b>	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5 (X)	unknown

Comments:

Barry works hard to ensure accountability and expectations are

met. When that is not taking place, he is quick to reset the situatation.

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5(X)	unknown

Comments:

Barry has worked tirelessly to integrate himself into the community

that makes up **ALL** of Pinellas County. As a result, he is personally very

aware of the needs of this County.

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

Comments:

The fact that we have been able to adequately meet the needs of a growing commujnity while living and working, etc. within the guidelines of the Commissioner's direction is a true testament to his dedication, commitment, ingenuity and creativity to get the job done. I

# remain very proud and supportive of his entire leadership team.

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5 (X)	unknown

Comments:

Barry has been able to craft relationships with all of our

Constitutionals so that they have what they need to accomplish their mission and goals.

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

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

Comments:

Look no further than the partners we have created with the State

and the Feds to appropriate the dollars needed to continue

providing the quality of life we have all come to enjoy, in this

beautiful paradise we all call HOME!

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

	Below	Meets	Above		
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5(X)	unknown

As stated above-the same goes for our municipal partners.

There are no more battles between the County and the Cities.

We all work together for the benefit of our citizens.

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

	Below	Meets	Above		
Unacceptable	<b>Expectations</b>	<b>Expectations</b>	<b>Expectations</b>	<b>Exceptional</b>	
1	2	3	4	5(X)	unknown

Comments:

This is one of Barry's greatest skill sets. He has an inate ability to bring folks to the table and work through complex ideas and issues with the data and analytics to support the County's position.

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

Below Meets Above
Unacceptable Expectations Expectations Exceptional

1 2 3 4 **5(X)** unknown

Comments:

Exemplary! It has been a joy and a privilege to work with a consummate professional and I must say, it is comforting to know he is comfortable in his own skin. He works hard to ensure he has balance in his life between work, personal and professional.

# 2022 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION PINELLAS COUNTY

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Annual Evaluation Date:	9/13/22	
	- <del>"</del>	

Commissioner's Name: Dave Eggers

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.	Comm	unica	tion	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 Expectation	s Exceptiona	1
	1	2	3	4	5 X	unknown
Comm	nents:					
Clear	ly articulates	issues faci	ng the cour	nty to a varie	ety of stake	holders, businesses,
fellow	government	agencies and	d residents.			
	C 4 1	• • • •		CC 1		
2.	County Adm	inistrator out	llines issues	effectively ar	nd provides	meaningful alternatives.
	Unacceptable	Below Expectations 2	Meets Expectations 3	Above Expectations 4 X	Exceptional 5	unknown
Comm	ents:					
l belie	eve alternativ	es are expl	ored though	often time:	s the altern	atives to the
-	nmendation I					
3.	County Adm		•	•	m Board Me	embers.
	Unacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 X	5	unknown
Commo						
Respo	onsive to my	requests or	behalf of r	esidents an	d business	es.
		.,				

	willingness t Commission	ers and staff.				
	U <u>nacceptable</u>	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 X	5	unknown
Comm	nents:					
		for CAs wi	llingness to	opeourage	communic	ation between
		I IOI CAS WI	illighess to	encourage	Communica	ation between
myse	If and staff.					
II.	Interpers	sonal/Chara	cter Skills			
1.	T %10 -4					
1.	is a "seii-star	ter"; demons	trates creativ	vity; willing t	o initiate pro	ojects; visionary.
1.	is a "seit-star				to initiate pro	ojects; visionary.
1.	Unacceptable	Below Expectations	Meets	vity; willing t  Above  Expectations	•	ojects; visionary.
1.		Below	Meets	Above	•	ojects; visionary.
Comm	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm	Unacceptable 1 ents:	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm	Unacceptable 1 ents:	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm	Unacceptable 1 ents:	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm	Unacceptable 1 ents:	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm	Unacceptable 1 ents:	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
Comm Certa	Unacceptable 1 ents:	Below Expectations 2  rter	Meets Expectations 3	Above Expectations 4 X	Exceptional 5	unknown
Comm Certa	Unacceptable  1 ents: inly a self sta	Below Expectations 2  rter	Meets Expectations 3	Above Expectations 4 X	Exceptional 5	unknown
Comm Certa	Unacceptable  1 ents: inly a self sta  Sincere and st	Below Expectations 2  rter  raightforwar  Below Expectations	Meets Expectations  3  d; projects a  Meets Expectations	Above Expectations  4 X  n image of be Above Expectations	Exceptional  5  Eing trustwo	rthy.
Comm Certa	Unacceptable  1 ents: inly a self sta  Sincere and st	Below Expectations 2  rter  raightforwar  Below Expectations	Meets Expectations 3 d; projects a:	Above Expectations  4 X  n image of be Above Expectations	Exceptional 5	unknown
Certa	Unacceptable  1  ents:  inly a self sta  Sincere and sta  Unacceptable  1	Below Expectations 2  rter  raightforwar  Below Expectations	Meets Expectations  3  d; projects a  Meets Expectations	Above Expectations  4 X  n image of be Above Expectations	Exceptional  5  Eing trustwo	rthy.
Certal  2.	Unacceptable  1 ents: inly a self sta  Sincere and sta  Unacceptable  1 ents:	Below Expectations  2  rter  Below Expectations  2	Meets Expectations 3 d; projects a: Meets Expectations 3	Above Expectations  4 X  n image of beautiful to the second secon	Exceptional    5	rthy.
Commondation Commo	Unacceptable  1 ents: inly a self sta  Sincere and sta  Unacceptable  1 ents:	Below Expectations 2  rter  Below Exaightforwar  Below Expectations 2	Meets Expectations 3 d; projects a: Meets Expectations 3	Above Expectations  4 X  n image of be Above Expectations  4 X	Exceptional 5  Exceptional 5  Ception wit	rthy. unknown h some residents

Unacceptable Expectations Expectations Expectations Expectations Expectations   Exceptional
Comments:
Efforts to work on retention through employee referral and structured extra pay
this year.
III. Leadership/Management Skills and Abilities
<ol> <li>Creates an atmosphere for a highly efficient and effective organization; establishes ar organizational environment that has high standards for performance, quality, and customer service.</li> </ol>
Unacceptable Expectations Expectations Expectations Exceptional  2 3 4 X 5 unknown
Comments:
Allowing employees more discretion and decision making providing growth
opportunities for each.
<ol> <li>Has effectively developed leaders in the organization; cultivates talent for future management positions.</li> </ol>
Below Meets Above Unacceptable Expectations Expectations Exceptional
1 2 3 X 4 5 unknown
Comments:
I need to learn more about how CA is cultivating leadership.

3. Demonstrates good judgment; exhibits critical thinking skills.

	Unacceptable	Below Expectations	Meets Expectations	Abov Expe		Exc	entional	
	1	2	3	4	Х	5		unknown
Comn	nents:							
CA ar	opears to allov	v discretion i	n achieving g	goals,	and is	earn	est in his	s pursuit.
	<u> </u>							
					-			<u>.</u>
4	261 1 1 1		.4	•				
4.	Makes decisi	ons based on	the commu	nity's	needs,	rathe	r than a	ny personal agend
	TT 4 11	Below	Meets	Abov	_	-		
	Unacceptable 1	Expectations 2	Expectations 3	4	ctations	Exc.	eptional X	unknown
	1	2	ט			])		ulikilowii
5.	Accurately re establishing a				ophy ar	nd de	monstra	tes leadership in
5.		and meeting b				nd de	monstra	tes leadership in
5.		Below Expectations	oudget goals.  Meets  Expectations	Above	tations	Exce		
5.	establishing a	and meeting b	oudget goals. Meets	Above				tes leadership in
5.	Unacceptable	Below Expectations	oudget goals.  Meets  Expectations	Above	tations	Exce		
comm	Unacceptable  [1] ents:	Below Expectations 2	Meets Expectations 3	Above Expec	tations	Exce	eptional	unknown
comm	Unacceptable  [1] ents:	Below Expectations 2	Meets Expectations 3	Above Expec	tations	Exce	eptional	
comm	Unacceptable  [1] ents:	Below Expectations 2	Meets Expectations 3	Above Expec	tations	Exce	eptional	unknown
comm	Unacceptable  [1] ents:	Below Expectations 2	Meets Expectations 3	Above Expec	tations	Exce	eptional	unknown
comm	Unacceptable  [1] ents:	Below Expectations 2	Meets Expectations 3	Above Expec	tations	Exce	eptional	unknown

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 e Expectation	Meets as Expectations	Above Expectation	ns Exceptiona	1
1	2	3	4 X	5	unknown
Comments:					
Seems to be mu	tual respect	and cooper	ation betwe	en CA and	constitutional officers
				0.00	
7. Interacts we	ell/works with	State and Fe	ederal officia	als.	
	Below	Meets	Above		
Unacceptable	Expectation	s Expectations	Expectation		
1	2	3	4 X	5	unknown
Comments:					
Annoore to have a	good rolation	and altitude la a	iolotico dolo		
Appears to have a	good relation	iship with leg	isiative dele	gation.	
has continued to	after year i	ous initiative	es wr to ove	<del></del>	
0 1	11/ 1 •.1				
8. Interacts we	ll/works with	municipaliti	es and local	organization	S.
	Below	Meets	Above		
Unacceptable	Expectations	Expectations 2	Expectation	s Exceptional	
1	2	_b	4 ^	[3]	unknown
Comments:					
Has continued to	develop and	d grow relati	onshins wi	th municipal	lities and other county
<u></u>				mamoipai	inios and other country
governments, esp	ecially since	e pandemic.	· · · · · · · · · · · · · · · · · · ·	<u>-</u>	

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	Above			
Unacceptable	Expectations	<b>Expectations</b>	Expectations	Exceptional		
1	2	3	4 X	5	unknown	

### Comments:

Has worked well with CMs and Mayors to propose initiatives and subsequently defend them when disagreements arise.

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	1

#### Comments:

With the exception of arriving at solutions for the Building & DRS departments, CA

has continued to excel year after year through various initatives whether to move

Type text here

with the initiatives or not.

# <sup>2</sup>2022 COUNTY ADMINISTRATOR PERFORMANCE EVALUATION PINELLAS COUNTY

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Annual Evaluation Date: September 8, 2022

Commissioner's Name: Commissioner 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.
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5	EXCEPTIONAL - Criteria being evaluated is exceptional.
Unknown	HAS NOT OBSERVED.

I.	Commu	nication	<b>Skills</b>

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 X	unknown
nm	nents:					
2.	County Adm	inistrator out	lines issues e	affectively an	nd provides r	neaningful alterna
۷.	Unacceptable	Below	Meets	Above		meaningrui anema
	1	2	3	4 X	5	unknown
	-12-4-7-4					
3.	County Admi	inistrator is re	esponsive to	inquiries fro	m Board Me	embers.
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional 5 X	unknown
nm	ents:					
		vs.ivs				

4.		o listen and o	consider their			and staff with respect n communication be	
	Unacceptable 1	Below Expectations	Meets Expectations	Above Expectations	Exception:	al unknown	
Comm	nents:		£				
II. 1.			strates creativ		o initiate p	projects; visionary.	
	Unacceptable 1		Meets Expectations	Above Expectations	Exception:	unknown	
Comm	ents:						_
2.	Sincere and s	traightforwa	rd: projects a	n image of b	eino trustv	vorthy	_
2.	Unacceptable		Meets	Above Expectations		·	
Comm	ents:					3	
		-					_

	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4	5 X	unknown
Comm	nents:					
				· <del></del> ·		
	.,				,	0
Ш	. <u>Leadersl</u>	hip/Manage	ment Skills a	and Abilities		
1.	Creates an at	mosphere for	r a highly eff	icient and eff	ective organ	ization; establishes a
	organizationa	al environme				ance, quality, and
	customer ser	vice.				
	Unacceptable	Below	Meets	Above	Eventional	
		2	3	Expectations 4	5 X	unknown
Comm	ants:					
Comm	ents.					
					w.	· · · · · · · · · · · · · · · · · · ·
2.	Has effective	ly developed	leaders in th	e organizatio	n: cultivates	talent for future
	management		i readers in th	o organizatio	n, carrivates	talent for future
		Below	Meets	Above		
	Unacceptable		Expectations	Expectations		
	1	2	3	4 X	5	unknown
Commo	ents:					
	·····					
-						

3. Demonstrates good judgment; exhibits critical thinking skills.

*	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exceptional	
	1	2	3	4 X	5	unknown
Comm	nents:					
4.		Below	Meets	Above		ny personal agenda
	Unacceptable 1	Expectations 2	Expectations 3	Expectations		1
	1	<u>Z</u>	3	4	5 X	unknown
			1.1.			
5.	Accurately reestablishing a				nd demonstra	ites leadership in
	Ilmoogantable		Meets	Above	T	
	Unacceptable 1	Expectations 2	Expectations 3	Expectations 4	Exceptional 5 X	unknown
	1	2	D	П	J A	ulikilowii
Comm	ents:					

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

T	Unaccentable	Below	Meets	Above Expectations	Evo	ntional	
	1	2	3	4	5	Х	unknown
١	4						
Comm	ients:						
		-					
		<u> </u>					
7.	Interacts wel	l/works with	State and Fe	deral official	s.		
		Below	Meets	Above			
	Unacceptable			Expectations			
	1	2	3	4	5	X	unknown
				**			
					<del></del>		21
		Y			·		
					44		
8.	Interacts wel	l/works with	municipaliti	es and local o	roani	zations	
8.	Interacts wel				rgani	zations	
		Below	Meets	Above			
	Interacts well  Unacceptable	Below	Meets	Above Expectations	Exce	ptional	unknown
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional	
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional	

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

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

Unacceptable Expectations Expectations Exceptional
1 2 3 4 5 X unknown
1 Z B A UNKNOWN

Comments:						
		 	<del> </del>	 		<del></del>
	 	 F-4			. 11	
	 					_

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

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

# Comments:

all levels of staff as well as the community. I am particularly impressed with his willingness to accept new ideas and determine how they will work not if they will work. It is a pleasure to work with Mr.,
Burton and I look forward to the years to come as the county advances and takes on new perspectives relative to the growth and development of the county.

# 2022 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 22, 2022	
Commissioner's Name:	_Gerard	

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	<b>Expectations</b>	<b>Expectations</b>	Exceptional	
1	2	3	4	5 X	unknown

#### Comments:

Barry has been out and about in the community and involved in community relations far more than previous county administrators. He has excellent relationships with city leaders and other countywide and regional entities.

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

	Below	Meets	Ab	ove		
Unacceptable	Expectations	Expectations	Ex	pectations	Exceptional	
1	2	3	4	X	5	unknown

#### Comments:

Barry does a great job of explaining his position and listening to input. He offers well thought-out alternatives.

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

	Below	Meets	Ab	ove		
Unacceptable	Expectations	Expectations	Exp	pectations	Exceptional	
1	2	3	4	X	5	unknown

#### Comments:

I have never had an issue getting a response from Barry in a timely manner, although he has forgotten a couple of times when I asked him to look into something.

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		
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3	4	5 X	unknown

Comm	ounty has neve	er had better 1	relationships	with city lea	ders.	
	Toda	l/Cl	4. Cl 21			v
II.	-	sonal/Chara		vitv• willing t	to initiate nr	ojects; visionary.
		Below Expectations	Meets	Above		
	ents:	or the county	and is often	2 steps ahead	l of me in th	inking things throu
	has a vision fo	- the county				
2.	Sincere and s  Unacceptable	traightforwar Below	rd; projects a	n image of b  Above Expectations  4 X		orthy. unknown
2.	Sincere and s  Unacceptable	traightforwar  Below  Expectations	rd; projects a Meets Expectations	Above Expectations	Exceptional	
2.	Sincere and s  Unacceptable	traightforwar  Below  Expectations	rd; projects a Meets Expectations	Above Expectations	Exceptional	
2.	Sincere and s  Unacceptable	traightforwar  Below  Expectations  2	rd; projects a  Meets  Expectations	Above Expectations 4 X	Exceptional 5	
2. Commo	Sincere and s  Unacceptable  1  ents:	Below Expectations 2 good judgm Below Expectations	rd; projects a  Meets Expectations  3  ent; exhibits  Meets	Above Expectations 4 X	Exceptional 5	

# 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	Abo	ve			
Unacceptable	Expectations	<b>Expectations</b>	Exp	ectations	Exceptional		
1	2	3	4	X	5	unknown	

#### Comments:

These categories are difficult to evaluate since we do not see everyday interactions with staff. Barry has high expectations and some people don't measure up, as in any organization.

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

	Below	Meets	Abo	ve		
Unacceptable	Expectations	Expectations	Exp	ectations	<b>Exceptional</b>	
1	2	3	4	X	5	unknown

#### Comments:

Barry has put together an excellent team of direct reports and seems to be committed to growing talent.

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	Abo	ove		
<b>Unacceptable</b>	Expectations	<b>Expectations</b>	Exp	ectations	Exceptional	
1	2	3	4	X	5	unknown

#### Comments:

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

	Below	Meets	Above			
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exc	eptional	
1	2	3	4	5	X	unknown

#### Comments:

I have found Barry to be remarkably free of a personal agenda, and entirely focused on

commu	nity	needs.

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

	Below	Meets	Abo	ve		
Unacceptable	Expectations	<b>Expectations</b>	Exp	ectations	Exceptional	
1	2	3	4	X	5	unknown

#### Comments:

Barry does the best he can to meet competing viewpoints on the board of fiscal philosophy. We are in good financial condition.

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

	Below	Meets	Abo	ve		
Unacceptable	<b>Expectations</b>	<b>Expectations</b>	Exp	ectations	Exceptional	
1	2	3	4	X	5	unknown

### Comments:

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

	Below	Meets	Ab	ove		
Unacceptable	Expectations	Expectations	Ex	pectations	Exceptional	
1	2	3	4	X	5	unknown

#### Comments:

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

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

# Comments:

See previous comments.

9.	Builds partner without "bur			and effective	ely ad	vocates	s the County's position	on
	Unacceptable	Below Expectations	Meets Expectations	Above Expectations	Exce	ptional X	unknown	
			with other er	ntities, Barry h	as bee	en open	to listening and work	ing
10	Overall, how	would you r	ate the Coun	ts: Administr	ator's	narform	manaa?	
10.	Unacceptable	Below	Meets	Above Expectations	Exce	ptional		
Comm	ents:	[2]	[3	4	5 2	X	unknown	

# 2022 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:	9/7/202 <b>2</b> _	
Commissioner's Name: _	_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	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.
Unknow	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.

_			Meets	Above			
U	nacceptable	Expectations	Expectations	Expectations	Exceptional		
	1	2	3.	4 X	5	unknown	

#### Comments:

Seen improvement with communications. Much better at alerting us if something will appear in the press. Always accessible when questions arise.

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

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

#### Comments:

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

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

#### Comments:

If we don't hear from Barry directly, he always has the appropriate director to respond.

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 Y	1	5	unknown

#### Comments:

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

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

Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional	
1	2	3 Y	1	5	unknovyn

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

U	nacceptable		Meets Expectations	Above Expectations	Exceptional	
	1	2	3 Y	1	5	unknown

#### Comments:

I have seen improvement here.

3. Demonstrates good judgment; exhibits critical thinking skills.

	Below	Meets	Above			
Unacceptable	Expectations	Expectations	Expectations	Exceptional		
_1	2	3 Y	1	5	unknown	Ī

#### Comments:

# 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.

U	nacceptable		Meets Expectations	Above Expectations	Exceptional		
	1	2	3 Y	1	5	unlen ovven	1

#### Comments:

I appreciate his management style, empowering staff. However, there is still room for improvement. I understand there has been a great deal of turnover. Curious if there have been exit interviews as I have not been made aware. I am told of staffing issues and it is suggested to throw more money at the problem in salaries, yet salary is not the number one reason people leave a job (that is mt belief). We also have not address the jobs website that is completely ineffective for people applying for a job.

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 Y	1	5	unknown

Believe there is room for improvement.

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

П	naccentable	Below	Meets Expectations	Above Expectations	Eveentional	
	1	Lapectations	Expectations	Expectations	- Exceptional	
- 1		1.7	13	14 X	15	linknoszn

#### Comments:

As a whole I believe he is exceeds at this and has brought a better culture for accountability to the organization. However, When it comes to areas/departments in which he is not proficient, I am concerned he is waiting too long to take action when evidence shows there are issues.

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

W 1			Meets	Above			
U	nacceptable	Expectations	Expectations	Expectations	Exceptional		
	1	2	3 Y	1	5	unknown	ĺ

#### Comments:

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

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

#### Comments

Even if we disagree on budget issues, I appreciate his ability to at least come up with a compromise.

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

Unacceptable		Meets Expectations	Above Expectations	Exceptional		
1	2	2 V	4	5	1	

#### Comments:

It appears as he has a good relationship with all constitutionals.

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

	Below	Meets	Above			
Unacceptable	Expectations	Expectations	<b>Expectations</b>	Exceptional		
1	2	3 Y	1	5	unknouvn	

I have seen improvement here

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

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

#### Comments:

I appreciate him meeting monthly. I believe he has handled conflicts with local officials professionally.

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

Unacceptable			Meets Expectations	Above Expectations Exceptional		
	_1_	2	3 Y	1	5	unknown

#### Comments:

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

Unacceptable		Below Expectations	Meets Expectations	Above Expectations	Exceptional	
L	1	2	3	1 Y	5	unknovyn

#### Comments:

Overall my expectations are very high and in the vast majority of issues this year he has met my high expectations. I have seen improvement in several areas, for that he has exceeded my expectations.

# 2022 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 Eval	uation Date:	9/6	12	2	
THE PARTY OF THE P	wantion batte.	. 1 6	1		

Commissioner's Name: Karen See 1

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.

Koren Skel

4.	willingness	sible to the put to listen and eters and staff	consider the	oublic, elect ir input. Enc	ed officials a courages ope	and staff with a	respect and ion between
	Unacceptable	Below Expectations	Meets Expectations	Above Expectation	ns Exception	unknown	7
Comme	ents:						
Waterstein der eine Gestelle d							
II.		sonal/Chara					
1. 1	s a "self-star	ter"; demons	trates creativ	vity; willing	to initiate p	rojects; visiona	ary.
τ	Inacceptable	Below Expectations	Meets Expectations	Above Expectation	Exceptiona 5	unknown	]
Comme	nts:						
***							
2. S	incere and st	raightforward	d; projects a	n image of b	eing trustwe	orthy.	
Ü	nacceptable	Below I Expectations I	Meets Expectations	Above Expectations	Exceptional		
		2		4 (	5	unknown	
Commen	ts:						

3. Demonstrates good judgment; exhibits critical thinking skills.	en Seel
Unacceptable Expectations Expectations Expectations Expectations   Exceptional	
Comments:	
III. Leadership/Management Skills and Abilities  1. Creates an atmosphere for a highly efficient and effective organization; establishes a organizational environment that has high standards for performance, quality, and customer service.    Unacceptable   Below   Meets   Above   Expectations   Exceptional	n
Has effectively developed leaders in the organization; cultivates talent for future management positions.	
Unacceptable Expectations Expectations Expectations Exceptional    1	

Karen Seel

Below Meets Above Unacceptable **Expectations Expectations** Expectations) Exceptional unknown В Comments: 4. Makes decisions based on the community's needs, rather than any personal agenda. Below Meets Above Unacceptable Expectations **Expectations Expectations Exceptional** 4 unknown Comments: 5. Accurately reflects the Board's fiscal philosophy and demonstrates leadership in establishing and meeting budget goals. Below Above Meets Unacceptable **Expectations Expectations** Expectations Exceptional 3 unknown Comments:

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

Karen Seel

	Unacceptable	Below Expectations	Meets s Expectations	Above Expectation	ns/Exceptiona	1)
	1	2	3	4	(5	unknown
Comn	ments:					
-			***************************************			
7.	Interacts wel	l/works with	State and Fe	deral officia	als.	
	Unacceptable 1	Below Expectations	Meets Expectations	Above Expectation	s Exceptional	unknown
Comm	ents:					
		*****				
8.	Interacts well				organizations	S.
		Expectations		Above Expectations	Exceptional 5	unknown
Comme	ents:					
	-					

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

Karen Seel

Without "burning bridges."

Below Meets Above
Unacceptable Expectations Expectations Expectations

1 2 3 4 5 unknown

Comments:

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

Unacceptable Expectations Expectations Expectations Exceptional

1 2 3 4 5 unknown

Comments:

9. Builds partnerships where appropriate and effectively advocates the County's position