Pinellas County Board of County Commissioners 2016 Annual Performance Evaluation for James Bennett, County Attorney



EVALUATION PERIOD: MAY 2015 - MAY 2016

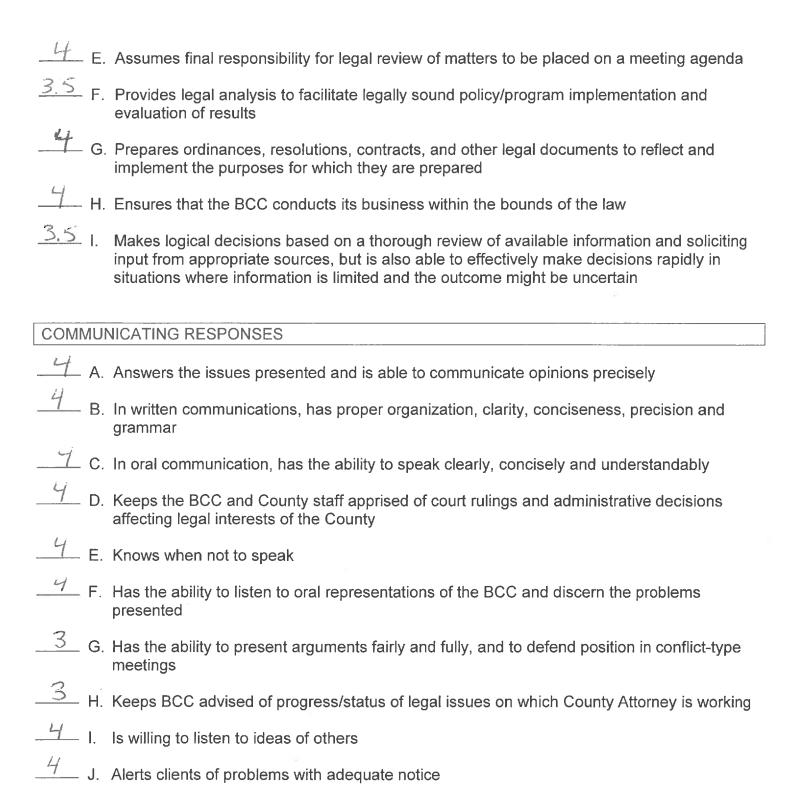
The evaluation of the County Attorney is designed to be a communication and learning process. The Board of County Commissioners (BCC) and the County Attorney can learn more about the strengths and weaknesses in the relationship. The evaluation form is completed by the individual members of the BCC and discussed with the County Attorney. The evaluation consists of five sections. Within each section are listed a few key elements for the evaluator to consider. Next to each element please indicate the appropriate rating that best captures the performance level.

Performance levels should be noted based on the following scale:

4	Excellent (Outstanding)	Consistently exceeds performance expectations
3	Commendable (Above Average)	Frequently exceeds performance expectations
2	Satisfactory (Average)	Meets performance expectations
1	Marginal (Below Average)	Usually does not meet performance expectations
N/A	Not applicable or unobservable	Minimum Minimu

LEGAL PROBLEM SOLVING

- A. Understands problems presented and is able to understand the legal issues in the problem
- B. Reaches sound legal conclusions
- C. Enjoys the confidence of the Commissioners as a source of legal problem solving
- D. Understands the perspective of County government in the legal issue presented



WORKING EFFECTIVELY 3.5 A. Works effectively with Commissioners, County Administrator, department heads and staff, and the public B. Recognizes spheres of responsibility of client staff C. Is flexible in day-to-day duties _______ D. Is dependable and volunteers to do more on own initiative $\frac{3.5}{2}$ E. Follows up to ensure decisions are implemented F. Has strong work ethic and desire for professional excellence 3.5 G. Performs legal services in a timely fashion to permit BCC and County staff to meet established deadlines 3.5 H. Professionally and competently implements BCC decisions and enforces County ordinances and codes in an effective manner, reflecting the County's primary objective of achieving voluntary compliance 1. Coordinates work with staff from other departments in a collaborative manner in order to accomplish goals ADMINISTRATION/MANAGERIAL A. Possesses appropriate supervisory skills, sets realistic goals for employees, and provides motivation for employees. B. Supervises and manages staff effectively C. Recruits and retains competent personnel for the Office of the County Attorney positions 3 D. Recommends and retains outside counsel upon BCC approval when necessary and monitors work activity E. Enables and encourages staff to grow and succeed F. Expends budgeted funds within budgeted amounts and takes appropriate corrective action when unexpected budget problems develop

__ G. Creates a working environment that encourages responsibility, decision-making, and

accountability within the department

INTE	GRI	TY		
4	Α.	Conducts self with the ethical standards of the legal profession and with the ethics and integrity of a public servant.		
4	В.	Demonstrates accountability for personal actions		
4	C.	Keeps promises and commitments made to others		
4_	D.	Does not yield to pressure, show bias or manipulate others		
4	E.	Avoids situations and actions that could be considered inappropriate or which present a conflict of interest		
4	F.	Adheres to a set of core values that are represented in decisions and actions		
4	G.	. Does not misrepresent self or use position of authority for personal gain		
Comm	niss	ioner Comments: hank yw, Jim		
		Karen Sed 7/27/16 Commissioner Name Date		