

## County Administrator Annual Performance Review

### Compilation of Ratings

October 9, 2018 BCC Meeting

<b>Administrator Functional Competencies</b>	<b>Justice</b>	<b>Eggers</b>	<b>Long</b>	<b>Beyrouti</b>	<b>Welch</b>	<b>Seel</b>	<b>Gerard</b>	<b>Average</b>
1. Professional Skills and Characteristics	3.0	2.5	3.0	3.0	3.0	3.0	3.0	<b>2.9</b>
2. Relations with the Board of County Commissioners	3.0	2.5	3.0	3.0	3.0	2.0	3.0	<b>2.8</b>
3. Policy Execution	3.0	2.5	3.0	3.0	3.0	2.5	3.0	<b>2.9</b>
4. Budget/Financial Management	3.0	2.5	3.0	3.0	3.0	3.0	3.0	<b>2.9</b>
5. Communications and Reporting	3.0	2.5	3.0	3.0	3.0	2.0	3.0	<b>2.8</b>
<b>AVERAGE - Functional Competencies</b>	<b>3.0</b>	<b>2.5</b>	<b>3.0</b>	<b>3.0</b>	<b>3.0</b>	<b>2.5</b>	<b>3.0</b>	<b>2.9</b>
<b>Board Strategic Plan</b>								
6. Create a Quality Workforce in a Positive, Supportive Organization	2.0	2.0	3.0	3.0	2.5	1.5	3.0	<b>2.4</b>
7. Ensure Public Health, Safety, and Welfare	3.0	2.5	3.0	3.0	3.0	3.0	3.0	<b>2.9</b>
8. Practice Superior Environmental Stewardship	3.0	2.5	3.0	3.0	3.0	3.0	3.0	<b>2.9</b>
9. Foster Continual Economic Growth and Vitality	2.0	2.5	3.0	3.0	3.0	2.5	3.0	<b>2.7</b>
10. Delivering First Class Services	3.0	2.5	3.0	3.0	3.0	3.0	3.0	<b>2.9</b>
<b>AVERAGE - Board Strategic Plan</b>	<b>2.6</b>	<b>2.4</b>	<b>3.0</b>	<b>3.0</b>	<b>2.9</b>	<b>2.6</b>	<b>3.0</b>	<b>2.8</b>
<b>COMPOSITE AVERAGE</b>	<b>2.8</b>	<b>2.5</b>	<b>3.0</b>	<b>3.0</b>	<b>3.0</b>	<b>2.6</b>	<b>3.0</b>	<b>2.8</b>

**Rating Scale:**

- 1 - Needs Improvement
- 2 - Meets Expectations
- 3 - Exceeds Expectations

## County Administrator's Annual Performance Review Criteria

Evaluation period: Sept 2017 to Sept 2018

**Commissioner Kenneth T. Welch**

Evaluator's Name

### **INSTRUCTIONS**

This evaluation form presents ten categories of rating criteria. Each category contains statements describing competencies or strategic goals related to that category. For each category, use the scale below to indicate your rating of the Administrator's performance.

This evaluation form also contains the option of entering comments related to each of the categories. These comments may include responses to specific questions and any observations you believe appropriate and pertinent to the rating period.

Separately, this evaluation form contains an optional narrative evaluation offering the opportunity to provide additional feedback.

**1 = Needs Improvement:**

The incumbent does not consistently meet the performance expectations and/or demonstrates only a moderate level of proficiency in the required competency. Additional training or commitment is required. *This rating describes the employee who meets only the very minimum position requirements and whose performance needs improvement through development, experience and/or application.*

**2 = Meets Expectations:**

The incumbent consistently meets and may occasionally exceed performance expectations while demonstrating proficiency in the required competency. *This rating describes the employee whose overall performance is satisfactory, and consistently meets the expectations of the Board.*

**3 = Exceeds Expectations:**

The incumbent consistently exceeds performance expectations while demonstrating a high level of proficiency in the required competency. *This rating is used as recognition for extraordinary accomplishments that have significant impact on the organization.*

When completed, please sign and date the form and forward it to the Board Chairman. The results will be summarized and placed on the agenda at a future meeting. The individual forms, accompanying summary, and other agenda materials will be included in the public record.

**For the rater's convenience, the rating scale appears in the header on each of the following pages.**

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

Considering the competencies listed, please note your score for each category in the space provided to the right of the category heading.

### 1. Professional Skills and Characteristics

Score: 3

- Invests sufficient effort toward being diligent and thorough in the discharge of duties.
- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category.* (Optional)

Mark continues to exhibit the highest level of professional skills, job performance and character.

### 2. Relations With The Board of County Commissioners

Score: 3

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category.* (Optional)

Mark continues to be the consummate professional and is an extremely effective Administrator.

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**3. Policy Execution**

**Score: 3**

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.
- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category.* (Optional)

Board policies are developed collaboratively and implemented according to board direction.

**4. Budget/Financial Management**

**Score: 3**

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category.* (Optional)

Pinellas' budget process continues to set the standard for transparency, board/community interaction and alignment with our strategic priorities.

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**5. Communications and Reporting**

**Score: 3**

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category.* (Optional)

Mark has provided regular and timely information on material issues.

**SECTION 2: BOARD STRATEGIC PLAN**

**6. Create a Quality Workforce in a Positive, Supportive Organization**

**Score: 2.5**

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category.* (Optional)

Mark has hired/advanced a capable management team. Efforts towards diversity and succession planning should continue.

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**7. Ensure Public Health, Safety, and Welfare**

**Score: 3**

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

***Comments related to this category.*** (Optional)

Pinellas has made great strides in public health, safety and welfare initiatives, including school nurses, mental health, diversion, veterans support and housing. The county's relationship with service providers is excellent.

**8. Practice Superior Environmental Stewardship**

**Score: 3**

- Implements green technologies and practices where practical.
- Ensures appropriate preservation and management of environmental lands, beaches, parks, and historical assets.
- Ensures the protection and improvement of the quality of our water, air, and other natural resources.
- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

***Comments related to this category.*** (Optional)

Pinellas continues to excel in environmental management and sustainability,

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**9. Foster Continual Economic Growth and Vitality**

**Score: 3**

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

*Comments related to this category.* (Optional)

Pinellas has excelled in supporting economic growth, and poverty reduction.

**10. Delivering First Class Services**

**Score: 3**

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for the new rating period)?

Thanks for a job well done. You have set the standard for public service!

Thank you for providing feedback.



\_\_\_\_\_  
Evaluator's Signature

10/2/18

\_\_\_\_\_  
Date

## County Administrator's Annual Performance Review Criteria

Evaluation period: September 2017 to September 2018

Commissioner Janet C. Long  
Evaluator's Name

### INSTRUCTIONS

This evaluation form presents ten categories of rating criteria. Each category contains statements describing competencies or strategic goals related to that category. For each category, use the scale below to indicate your rating of the Administrator's performance.

This evaluation form also contains the option of entering comments related to each of the categories. These comments may include responses to specific questions and any observations you believe appropriate and pertinent to the rating period.

Separately, this evaluation form contains an optional narrative evaluation offering the opportunity to provide additional feedback.

#### 1 = Needs Improvement:

The incumbent does not consistently meet the performance expectations and/or demonstrates only a moderate level of proficiency in the required competency. Additional training or commitment is required. *This rating describes the employee who meets only the very minimum position requirements and whose performance needs improvement through development, experience and/or application.*

#### 2 = Meets Expectations:

The incumbent consistently meets and may occasionally exceed performance expectations while demonstrating proficiency in the required competency. *This rating describes the employee whose overall performance is satisfactory, and consistently meets the expectations of the Board.*

#### 3 = Exceeds Expectations:

The incumbent consistently exceeds performance expectations while demonstrating a high level of proficiency in the required competency. *This rating is used as recognition for extraordinary accomplishments that have significant impact on the organization.*

When completed, please sign and date the form and forward it to the Board Chairman. The results will be summarized and placed on the agenda at a future meeting. The individual forms, accompanying summary, and other agenda materials will be included in the public record.

**For the rater's convenience, the rating scale appears in the header on each of the following pages.**

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

Considering the competencies listed, please note your score for each category in the space provided to the right of the category heading.

### 1. Professional Skills and Characteristics

Score: 3

- Invests sufficient effort toward being diligent and thorough in the discharge of duties.
- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category.* (Optional)

### 2. Relations With The Board of County Commissioners

Score: 3

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**3. Policy Execution**

**Score: 3**

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.
- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category. (Optional)*

**4. Budget/Financial Management**

**Score: 3**

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**5. Communications and Reporting**

**Score: 3**

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category. (Optional)*

Mark would do well to have more of a sense of urgency on issues relating to promoting or hiring folks. He is so focused on insuring perfection, that folks can get very discouraged.

**SECTION 2: BOARD STRATEGIC PLAN**

**6. Create a Quality Workforce in a Positive, Supportive Organization**

**Score: 3**

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category. (Optional)*

Mark and I have talked more than a few times about the lack of a strong succession plan and we disagree on this particular subject. He has gotten a bit better at it.

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**7. Ensure Public Health, Safety, and Welfare**

**Score: 3**

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

*Comments related to this category. (Optional)*

**8. Practice Superior Environmental Stewardship**

**Score: 3**

- Implements green technologies and practices where practical.
- Ensures appropriate preservation and management of environmental lands, beaches, parks, and historical assets.
- Ensures the protection and improvement of the quality of our water, air, and other natural resources.
- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**9. Foster Continual Economic Growth and Vitality**

**Score: 3**

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

*Comments related to this category. (Optional)*

**10. Delivering First Class Services**

**Score: 3**

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

Mark's commitment, dedication, and determination to insure the standards for the best public service in America shown in his daily work ethic. He has been the role model for what it means to have a servant heart. His values, common sense, compassion and decency coupled with his knowledge and experience have made us all be better County Commissioner and have enabled all of us to be incredibly proud of our County and the work of all of our valued and terrific employees.

What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

Now that Mark is about to leave us, it would be my recommendation that he take time to evaluate, meditate and enjoy the rewards of all of his years in public service – smell the roses. Enjoy his wife and children and make them the focus of the next few months or years before he dives headfirst into another career. Life is short – just stop and be still for a while.

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for the new rating period)?

Please see all of the above in item 2 and that he do his best to stay in touch with all of us.

Thank you for providing feedback.

  
Evaluator's Signature

Thursday, September 27<sup>th</sup>, 2018  
Date

## County Administrator's Annual Performance Review Criteria

Evaluation period: \_\_\_\_\_ to \_\_\_\_\_

Jay John Beyrouti  
Evaluator's Name

### INSTRUCTIONS

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When completed, please sign and date the form and forward it to the Board Chairman. The results will be summarized and placed on the agenda at a future meeting. The individual forms, accompanying summary, and other agenda materials will be included in the public record.

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## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

Considering the competencies listed, please note your score for each category in the space provided to the right of the category heading.

### 1. Professional Skills and

#### Characteristics

Score:

3

- Invests sufficient effort toward being diligent and thorough in the discharge of duties.
- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category.* (Optional)

*He generally does.*

### 2. Relations With The Board of County

#### Commissioners

Score:

3

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category.* (Optional)

*his ability to take care of Board of Commissioners individually and as a whole is remarkable.*

### 3. Policy

#### Execution

Score:

3

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.

- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category.* (Optional)

**4. Budget/Financial**

**Management**

Score: 3

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category.* (Optional)

*His financial back record is a great asset to the county.*

**5. Communications and**

**Reporting**

Score: 3

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category.* (Optional)

His reports are accurate and in detail.

## SECTION 2: BOARD STRATEGIC PLAN

### 6. Create a Quality Workforce in a Positive, Supportive

Organization

Score: 3

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category.* (Optional)

Treat every body with great respect.

### 7. Ensure Public Health, Safety, and

Welfare

Score: 3

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

*Comments related to this category.* (Optional)

**8. Practice Superior Environmental**

**Stewardship**

Score: 3

- Implements green technologies and practices where practical.
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- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

Comments related to this category. (Optional)

[Empty comment box]

**9. Foster Continual Economic Growth and**

**Vitality**

Score: 3

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

Comments related to this category. (Optional)

[Empty comment box]

*His knowledge and relation with municipalities and their needs served the entire county well.*

**10. Delivering First Class**

**Services**

Score: 3

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

Comments related to this category. (Optional)

the comments I heard from our municipalities speaks volume of his ability ~~and~~ to build trust and relations with surrounding government entities.

### NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

Beside he is a great administrator he genuinely care about the county, its resident and the commissioners a rare quality these days.

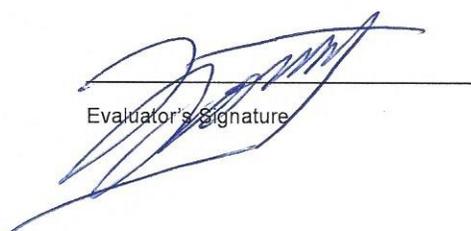
What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

Just keep doing what you doing.

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for

the new rating period)?

Thank you for providing feedback.

  
Evaluator's Signature

9/26/2018  
Date

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## County Administrator's Annual Performance Review Criteria

Evaluation period: 10/16/17 to 9/20/18

Karen Seel  
Evaluator's Name

### INSTRUCTIONS

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## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

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### 1. Professional Skills and Characteristics

Score: 3

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- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category. (Optional)*

### 2. Relations With The Board of County Commissioners

Score: 2

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**3. Policy Execution**

Score: 2.5

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.
- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category.* (Optional)

**4. Budget/Financial Management**

Score: 3

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**5. Communications and Reporting**

Score: 2

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category. (Optional)*

**SECTION 2: BOARD STRATEGIC PLAN**

**6. Create a Quality Workforce in a Positive, Supportive Organization**

Score: 1.5

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**7. Ensure Public Health, Safety, and Welfare**

Score: 3

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

*Comments related to this category.* (Optional)

**8. Practice Superior Environmental Stewardship**

Score: 3

- Implements green technologies and practices where practical.
- Ensures appropriate preservation and management of environmental lands, beaches, parks, and historical assets.
- Ensures the protection and improvement of the quality of our water, air, and other natural resources.
- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**9. Foster Continual Economic Growth and Vitality**

Score: 2.5

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

*Comments related to this category.* (Optional)

**10. Delivering First Class Services**

Score: 3

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for the new rating period)?

Thank you for providing feedback.

*Congratulations and thank you!*

Karen Seel  
Evaluator's Signature

9/20/18  
Date

## County Administrator's Annual Performance Review Criteria

Evaluation period: October 1, 2017 to Sept. 30, 2018

Charlie Justice  
Evaluator's Name

### INSTRUCTIONS

This evaluation form presents ten categories of rating criteria. Each category contains statements describing competencies or strategic goals related to that category. For each category, use the scale below to indicate your rating of the Administrator's performance.

This evaluation form also contains the option of entering comments related to each of the categories. These comments may include responses to specific questions and any observations you believe appropriate and pertinent to the rating period.

Separately, this evaluation form contains an optional narrative evaluation offering the opportunity to provide additional feedback.

#### 1 = Needs Improvement:

The incumbent does not consistently meet the performance expectations and/or demonstrates only a moderate level of proficiency in the required competency. Additional training or commitment is required. *This rating describes the employee who meets only the very minimum position requirements and whose performance needs improvement through development, experience and/or application.*

#### 2 = Meets Expectations:

The incumbent consistently meets and may occasionally exceed performance expectations while demonstrating proficiency in the required competency. *This rating describes the employee whose overall performance is satisfactory, and consistently meets the expectations of the Board.*

#### 3 = Exceeds Expectations:

The incumbent consistently exceeds performance expectations while demonstrating a high level of proficiency in the required competency. *This rating is used as recognition for extraordinary accomplishments that have significant impact on the organization.*

When completed, please sign and date the form and forward it to the Board Chairman. The results will be summarized and placed on the agenda at a future meeting. The individual forms, accompanying summary, and other agenda materials will be included in the public record.

**For the rater's convenience, the rating scale appears in the header on each of the following pages.**

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

Considering the competencies listed, please note your score for each category in the space provided to the right of the category heading.

### 1. Professional Skills and Characteristics

Score: 3

- Invests sufficient effort toward being diligent and thorough in the discharge of duties.
- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category.* (Optional)

### 2. Relations With The Board of County Commissioners

Score: 3

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category.* (Optional)

→ STELLAR EXECUTION !

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**3. Policy Execution**

Score: 3

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.
- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category.* (Optional)

**4. Budget/Financial Management**

Score: 3

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**5. Communications and Reporting**

Score: 3

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category.* (Optional)

**SECTION 2: BOARD STRATEGIC PLAN**

**6. Create a Quality Workforce in a Positive, Supportive Organization**

Score: 2

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category.* (Optional)

SUCCESSION PLANNING A CONTINUAL NEED

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**7. Ensure Public Health, Safety, and Welfare**

Score: 3

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

*Comments related to this category.* (Optional)

EFFECTIVE FACILITATION OF SERVICES

**8. Practice Superior Environmental Stewardship**

Score: 3

- Implements green technologies and practices where practical.
- Ensures appropriate preservation and management of environmental lands, beaches, parks, and historical assets.
- Ensures the protection and improvement of the quality of our water, air, and other natural resources.
- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**9. Foster Continual Economic Growth and Vitality**

Score: 2

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

*Comments related to this category. (Optional)*

SMALL-BUSINESS SPIRIT IN ECO DEV  
+ PARTNERSHIPS

**10. Delivering First Class Services**

Score: 3

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

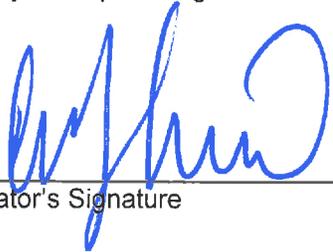
INCREDIBLE BALANCING OF ADMINISTRATIVE  
POLICY, POLITICAL

What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for the new rating period)?

EXPAND HOBBY LIST!

Thank you for providing feedback.

  
\_\_\_\_\_  
Evaluator's Signature

9/25/18  
\_\_\_\_\_  
Date

## County Administrator's Annual Performance Review Criteria

Evaluation period: 2017 to 2018

Gerard  
Evaluator's Name

### INSTRUCTIONS

This evaluation form presents ten categories of rating criteria. Each category contains statements describing competencies or strategic goals related to that category. For each category, use the scale below to indicate your rating of the Administrator's performance.

This evaluation form also contains the option of entering comments related to each of the categories. These comments may include responses to specific questions and any observations you believe appropriate and pertinent to the rating period.

Separately, this evaluation form contains an optional narrative evaluation offering the opportunity to provide additional feedback.

#### 1 = Needs Improvement:

The incumbent does not consistently meet the performance expectations and/or demonstrates only a moderate level of proficiency in the required competency. Additional training or commitment is required. *This rating describes the employee who meets only the very minimum position requirements and whose performance needs improvement through development, experience and/or application.*

#### 2 = Meets Expectations:

The incumbent consistently meets and may occasionally exceed performance expectations while demonstrating proficiency in the required competency. *This rating describes the employee whose overall performance is satisfactory, and consistently meets the expectations of the Board.*

#### 3 = Exceeds Expectations:

The incumbent consistently exceeds performance expectations while demonstrating a high level of proficiency in the required competency. *This rating is used as recognition for extraordinary accomplishments that have significant impact on the organization.*

When completed, please sign and date the form and forward it to the Board Chairman. The results will be summarized and placed on the agenda at a future meeting. The individual forms, accompanying summary, and other agenda materials will be included in the public record.

**For the rater's convenience, the rating scale appears in the header on each of the following pages.**

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

Considering the competencies listed, please note your score for each category in the space provided to the right of the category heading.

### 1. Professional Skills and Characteristics

Score: 3

- Invests sufficient effort toward being diligent and thorough in the discharge of duties.
- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category. (Optional)*

### 2. Relations With The Board of County Commissioners

Score: 3

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**3. Policy Execution**

**Score: 3**

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.
- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category. (Optional)*

**4. Budget/Financial Management**

**Score: 3**

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**5. Communications and Reporting**

**Score: 3** \_\_\_\_\_

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category. (Optional)*

**SECTION 2: BOARD STRATEGIC PLAN**

**6. Create a Quality Workforce in a Positive, Supportive Organization**

**Score: 3** \_\_\_\_\_

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category. (Optional)*

Hard to rate this category. But we do have a strong and talented management team.

Hard to rate this category. But we do have a strong and talented management team.

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**7. Ensure Public Health, Safety, and Welfare**

**Score: 3** \_\_\_\_\_

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

*Comments related to this category. (Optional)*

With partners, we can do more.

**8. Practice Superior Environmental Stewardship**

**Score: 3** \_\_\_\_\_

- Implements green technologies and practices where practical.
- Ensures appropriate preservation and management of environmental lands, beaches, parks, and historical assets.
- Ensures the protection and improvement of the quality of our water, air, and other natural resources.
- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

*Comments related to this category. (Optional)*

Would like to see an even stronger emphasis on environmental concerns, but we are doing a great job.

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**9. Foster Continual Economic Growth and Vitality**

**Score: 3** \_\_\_\_\_

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

*Comments related to this category. (Optional)*

Tough to attract businesses without transportation solutions, but not Mark's fault.

**10. Delivering First Class Services**

**Score: 3** \_\_\_\_\_

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

Integrity, partnerships, calm demeanor, fairness, intelligence, sense of humor.

What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

Stay?

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for the new rating period)?

none

Thank you for providing feedback.

  
\_\_\_\_\_  
Evaluator's Signature

Sept. 25, 2018  
\_\_\_\_\_  
Date

## County Administrator's Annual Performance Review Criteria

Evaluation period: \_\_\_\_\_ to 9/30/2018

Commissioner Dave Eggers  
Evaluator's Name

### INSTRUCTIONS

This evaluation form presents ten categories of rating criteria. Each category contains statements describing competencies or strategic goals related to that category. For each category, use the scale below to indicate your rating of the Administrator's performance.

This evaluation form also contains the option of entering comments related to each of the categories. These comments may include responses to specific questions and any observations you believe appropriate and pertinent to the rating period.

Separately, this evaluation form contains an optional narrative evaluation offering the opportunity to provide additional feedback.

1 = Needs Improvement:

The incumbent does not consistently meet the performance expectations and/or demonstrates only a moderate level of proficiency in the required competency. Additional training or commitment is required. *This rating describes the employee who meets only the very minimum position requirements and whose performance needs improvement through development, experience and/or application.*

2 = Meets Expectations:

The incumbent consistently meets and may occasionally exceed performance expectations while demonstrating proficiency in the required competency. *This rating describes the employee whose overall performance is satisfactory, and consistently meets the expectations of the Board.*

3 = Exceeds Expectations:

The incumbent consistently exceeds performance expectations while demonstrating a high level of proficiency in the required competency. *This rating is used as recognition for extraordinary accomplishments that have significant impact on the organization.*

When completed, please sign and date the form and forward it to the Board Chairman. The results will be summarized and placed on the agenda at a future meeting. The individual forms, accompanying summary, and other agenda materials will be included in the public record.

**For the rater's convenience, the rating scale appears in the header on each of the following pages.**

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## SECTION 1: ADMINISTRATOR'S FUNCTIONAL COMPETENCIES

Considering the competencies listed, please note your score for each category in the space provided to the right of the category heading.

### **1. Professional Skills and Characteristics**

**Score: 2.5**

- Invests sufficient effort toward being diligent and thorough in the discharge of duties.
- Understands the impact and implications of decisions on the community and stakeholders.
- Anticipates problems and develops effective approaches for solving them.
- Demonstrates knowledge of current developments affecting local government management.
- Exhibits composure, appearance, attitude and demeanor appropriate for executive position.

*Comments related to this category.* (Optional)

### **2. Relations With The Board of County Commissioners**

**Score: 2.5**

- Carries out directives of the Board as a whole rather than those of any one Board member.
- Assists the Board in resolving problems at the administrative level in order to avoid unnecessary Board action.
- Supports the actions of the Board after a decision has been reached.
- Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.
- Receptive to constructive criticism and advice.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**3. Policy Execution**

**Score: 2.5**

- Implements Board actions in accordance with the intent of Board.
- Ensures that policies are implemented on time, on budget and to expectations.
- Understands and provides for enforcement of county laws and ordinances.
- Reviews ordinances and procedures periodically to suggest improvements to their effectiveness.
- Offers workable alternatives to the Board for changes in law or policy when an existing policy or ordinance is no longer practical.

*Comments related to this category. (Optional)*

**4. Budget/Financial Management**

**Score: 2.5**

- Prepares a balanced budget to provide services at a level intended by the Board.
- Makes the best possible use of available funds, conscious of the need to operate the County efficiently and effectively.
- Presents the budget and budgetary recommendations in an intelligent and accessible format.
- Ensures that actions and decisions reflect an appropriate level of responsibility for financial planning and accountability.
- Monitors and manages fiscal activities of the organization appropriately.
- Ensures projects in the Capital Improvement Program are accomplished on time and within budget.

*Comments related to this category. (Optional)*

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**5. Communications and Reporting**

**Score: 2.5**

- Provides regular information and reports to the Board concerning matters of importance to the County.
- Disseminates complete and accurate information equally to all members in a timely manner.
- Responds in a timely manner to requests from the Board for information or special reports.
- Takes the initiative to provide information, advice, and recommendations to the Board on matters that are non-routine and not administrative in nature.
- Produces reports that are accurate and comprehensive.

*Comments related to this category.* (Optional)

**SECTION 2: BOARD STRATEGIC PLAN**

**6. Create a Quality Workforce in a Positive, Supportive Organization**

**Score: 2**

- Recruits, selects and retains diverse and competent personnel for County positions.
- Leverages, promotes and expands opportunities for workforce growth and development, and maintains a succession plan.
- Is accurately informed and appropriately concerned about employee relations.
- Makes workforce safety and wellness a priority.
- Maintains a fair and competitive total compensation package.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**7. Ensure Public Health, Safety, and Welfare**

**Score: 2.5**

- Provides planning, coordination, prevention, and protective services to ensure a safe and secure community.
- Ensures that the County is a facilitator, convener, and purchaser of services for those in need.
- Provides comprehensive services to connect our veterans and dependents to the benefits they have earned.
- Provides support to programs that seek to prevent and remedy the causes of homelessness and move individuals and families from homelessness to permanent housing.
- Develops initiatives to enhance pedestrian and bicycle safety.

*Comments related to this category.* (Optional)

**8. Practice Superior Environmental Stewardship**

**Score: 2.5**

- Implements green technologies and practices where practical.
- Ensures appropriate preservation and management of environmental lands, beaches, parks, and historical assets.
- Ensures the protection and improvement of the quality of our water, air, and other natural resources.
- Implements programs to reduce/reuse/recycle resources including energy, water, and solid waste.
- Complies with State, federal, and county health and environmental regulations.

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

**9. Foster Continual Economic Growth and Vitality**

**Score: 2.5**

- Proactively attracts and retains businesses with targeted jobs to the county and the region.
- Invests in communities that need the most.
- Provides a catalyst for redevelopment through planning and regulatory programs.
- Invests in infrastructure to meet current and future needs.
- Builds support for a vibrant community with recreation, arts, and culture to attract residents and visitors.

*Comments related to this category.* (Optional)

**10. Delivering First Class Services**

**Score: 2.5**

- Maximizes partner relationships and public outreach.
- Actions reflect responsible stewardship of the public's resources.
- Ensures effective and efficient delivery of county services and support.
- Strives to exceed customer expectations.
- Collaborates with other government agencies and community partners .

*Comments related to this category.* (Optional)

Rating Scale: 1 = Needs Improvement, 2 = Meets Expectations, 3 = Exceeds Expectations

## NARRATIVE EVALUATION (optional)

What would you identify as the Administrator's strength(s), expressed in terms of the principal results achieved during the rating period?

What constructive suggestions or recommendations can you offer the Administrator to enhance performance?

What comments do you have for the Administrator (e.g., priorities, expectations, goals, or objectives for the new rating period)?

Best wishes in the next phase of your life. My sincere hope is that success and happiness follow you in the months and years ahead.

Thank you for providing feedback.

  
Commissioner Dave Eggers

9/27/2018  
Date