

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: 9/28/20

Commissioner's Name: WELCH

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.

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

4.5

Comments:

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

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

5

Comments:

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

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

4.5

Comments:

Barry has been extremely responsive and communicative.

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

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

Comments:

4.5

II. Interpersonal/Character Skills

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

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

Comments:

4.5

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

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

Comments:

Barry is direct and straightforward in his communications and actions.

3. Demonstrates good judgment; exhibits critical thinking skills.

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

4.5

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.

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

4.5

Comments:

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

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

4.5

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.

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

Comments:

4

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

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

Comments:

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

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

Comments:

Fiscal Management, Transparency and planning is world class.

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

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

4.5

Comments:

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

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

4.5

Comments:

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

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

4.75

Comments:

Barry's implementation of the SBE program, the penny housing program, and CARES programs highlight a high level of coordination and collaboration with municipalities, organizations and community leaders.

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

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

Comments:

4.5

Barry has done a wonderful job of building and nurturing community and municipal relationships.

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

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

Comments:

4.75

Barry has excelled in moving the County forward, in alignment with our strategic objectives. In addition, his focused and consistent leadership during the COVID 19 pandemic has been invaluable to the Commission, in the protection and preservation of public health.

Kenneth A. Welch
9/28/20