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: <u>September 28, 2020</u>

Commissioner's Name: <u>JUSTICE</u>

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. <u>Communication Skills</u>

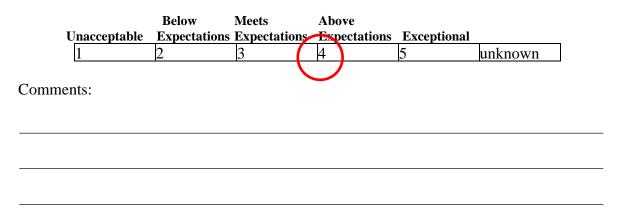
1. Oral and written communication is clear and articulate; County Administrator has the ability to effectively speak on behalf of the organization.

	Unacceptable	Below Expectations 2	Meets Expectations 3	Above Expectations 4	Exceptional 5	unknown
Comm	ents:					
2.	County Adm	inistrator out	lines issues	effectively an	d provides n	neaningful alternatives.
	Unacceptable	Below Expectations 2	Meets Expectations 3	Above Expectations 4	Exceptional 5	unknown
Comm	ents:					

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

	Unacceptable		Meets Expectations	Above Expectations	Exceptional		
	1	2	3	4	5	unknown	
				\bigcirc			
Comm	ents:						

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.



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

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

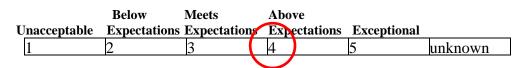
	Below	Meets	Abo	ve		
Unacceptable	Expectations	Expectation	5 Exp	ectations	Exceptional	
1	2	3	4		5	unknown
-						

Comments:

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

	Unacceptable	Below Expectations	Meets Expectations	Above Expectation	Exceptional	
	1	2	3	4	5	unknown
Comm	nents:				\bigcirc	

3. Demonstrates good judgment; exhibits critical thinking skills.



Comments:

I appreciate how he approaches issues and how he evaluates options before recommending a path forward.

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.

Unacceptable	Below Expectations	Meets Expectations	Abov s Expe	•	Exceptional	
1	2	3	4		5	unknown
			\bigcirc			
Comments:						

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

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

	Unacceptable		Meets Expectations	Above Expectations	Exceptional		
	1	2	3	4	5	unknown	
Comm	ents:			\smile			

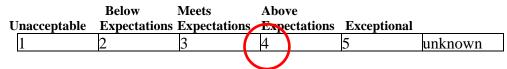
4. Makes decisions based on the community's needs, rather than any personal agenda.

	Below	Meets	Above			
Unacceptable	Expectations	Expectations	Expectation	s Exc	eptional	
1	2	3	4	5)	unknown

Comments:

I do not see a personal agenda in his work. He carries out the decisions of the board in every attempt to meet community needs.

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



Comments:

Mr. Burton recognizes how important our fiscally conservative approach is to budgeting and planning. He has worked to implement that philosophy.

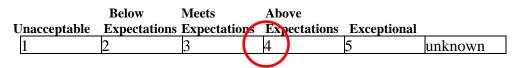
6. Interacts well/works with the county's Constitutionals.

	Unacceptable		Meets Expectation	Abo ns Exp	Exceptional		
	1	2	3	4	5	unknown	
Comm	ents:						

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

	Unacceptable	Below Expectatior	Meet: Expe	Above Expectations	Exceptional		
	1	2	3	4	5	unknown	
Comm	ents:		\bigcirc				

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



Comments:

I recently met with a group of mayors. They commented how much improved their relationship was with the County overall and with the Administrator specifically.

This is how it should be. This is how it needs to be in order to get things done with our 24 municipal partners.

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

	Unacceptable	Below Expectations	Meets Expectations	Above Expectatio		Exceptional		
	1	2	3	4	5		unknown	
Comm	ients:							

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

	Below	Meets Above				
Unacceptable	Expectations	Expectation	s Expe	ectations	Exceptional	
1	2	3	4		5	unknown

Comments:

Mr. Burton has provided exceptional leadership during this past year with pandemic response while making every effort to continue the progress that the County has made in so many other subject areas.

I appreciate his perspective as a long time administrator but without the local history. It provides meaningful insight as we work through different issues.