

County Administrator Evaluation

Please rate the County Administrator using the following scale:

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets Commission expectations
4	Exceptional - Generally exceeds Commission expectations
5	Outstanding - Substantially exceeds Commission expectations

Please return your evaluation form to the County Attorney as soon as possible.

Supervision

Does the County Administrator maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating	Comments:

Leadership

Does the County Administrator inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating	Comments:

Execution of Policy

Does he understand the laws and ordinances of the County and cause them to be fairly enforced?	Rating	Comments:

Community Relations

Does the County Administrator work well with citizens and properly handle their complaints?	Rating	Comments:

Administrative Duties

Does the County Administrator properly handle his administrative duties?	Rating	Comments:

Economic Development		
Does the County Administrator work well with Constitutional Officers and developers while protecting the County's interest? Does he work to increase the County's tax base through economic development?	Rating	Comments:

Intergovernmental Relations		
Does the County Administrator cooperate cordially with neighboring communities and citizens while looking after the interests of Escambia County?	Rating	Comments:

County Council Relations		
Does the County Administrator work well with the County Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission Members to deal with individual problems and issues?	Rating	Comments:

Planning		
Does the County Administrator involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?	Rating	Comments:

Financial Management / Budget		
Does the County Administrator ensure the budget is prepared and executed in the manner approved by the County Commission? Does he ensure the County's monies are managed properly?	Rating	Comments:

Additional Comments:

Name of Rater: *Larry Valente*

Date: *10/10/12*

see attached

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October 10, 2012

To: Alison Rogers, County Attorney
From: Commissioner Gene M. Valentino, District 2

Re: County Administrator Evaluation

Dear Alison,

I will give you this written response here which you can attach to the "Evaluation Form".

I have a problem with this Evaluation Form. The evaluation questions do not sync with the evaluation questions used with his original hiring. Additionally, they do not coincide with the specific duties listed in his Employment Agreement which should be evaluated as well. Furthermore, it has come to my attention that during his initial interview process a thorough background check of Mr. Oliver was not performed. Had there been one, several circumstances would have come to our attention during the interview phase then, to forewarn us then, of concerns that have evidenced themselves now.

It should be noted that an "Unacceptable Performance" rating of "1" is given below when it is known that the performance was unacceptable OR when there was an appearance that the Administrator did not reveal his efforts to the commissioners in this regard.

Question #1 (Supervision): Rating - 2

No. It's one thing to let department heads have the freedom to 'do their thing'. It's however another story to let them go unsupervised without performance targets or measurements. Some have complained that they were isolated. Others have stated that he has lost respect for the department heads. Some have lost respect for him.

Question #2 (Leadership): Rating - 1

No and not sure. His inspiration of staff is not something the Commissioners have insight into. I know how he has terminated individuals, but not how he inspired individuals. I have no regard for his personal ethics, specifically when he was motivated by another commissioner to write an open letter to the DEP secretary chastising a commissioner's stand on DEP's oil spill performance. It was unethical and insubordinate.

Question #3 (Execution of Policy) Rating - 1

The policies he promotes are his, not the commissioners. Initiatives of commissioners were killed through his approach. He would not champion a commissioner cause unless he agreed. He was not always an advocate of policies the elected commissioners were bringing forward for adoption. His predisposition on many issues quashes a commissioner's ability to bring a worthy idea forward. His favorite saying is, "No, that won't work".

Question #4 (Community Relations) Rating - 1

He is known to leave in the middle of a meeting without providing any resolution to a problem. Feedback from the public and other county agencies found him to be arrogant and rude. In a limited sense he was helpful with the citizen complaints brought to him from the District 2 office. In most cases however, District 2 brought complaints directly to the department level to get things done.

Question #5 (Administrative Duties) Rating - 1

The duties he handles are not known to the commissioners. In most cases we are informed after-the-fact. No input is sought in advance from commissioners with inherent knowledge or prior experience.

Question #6 (Economic Development) Rating - 1

No substantive effort has been made to specifically improve economic development. While he understands the shortcomings of the existing economic development structure, no attempt has been made to transition it to a better structure for success.

Question #7 (Intergovernmental Relations) Rating - 1

He has no relationship with neighboring communities that I'm aware of.

Question #8 (County Council Relations) Rating - 3

He makes an effort to see each commissioner weekly. However, it appears in some cases he has decided in advance his direction of action without regard to commissioner input. His attitude of "I know better than the commissioner" is what comes through.

Evaluation, Continued

Question #9 (Planning) Rating - 2

While he is a good strategist, his plan on any given issue precedes that of the commissioner from a policy point of view. The communications with the commissioners seem guarded and limited. Therefore there is a lack of thoughtful planning and collaboration. He does not seem willing to take advantage of the prior knowledge or experience a commissioner can offer.

Question #10 (Financial Management | Budget) Rating - 3 | 1

He does satisfactorily bring forward a balanced budget in the strict sense. However, regarding the second half of the question, he fails and is unsatisfactory. He has pressed the use of LOST funds for Park operations, maintenance and repair in an unprecedented manner. The grant funds received by ECAT were redirected to non-ECAT purposes. The proposal to balance the budget through the elimination of the libraries was a premature reaction to the budget problem.

ADDITIONAL COMMENTS: There have been 4 county administrators in the last 6 years. My observation is that an Administrator finds himself in trouble with the County Commissioners when he gets out ahead of them on matters of policy and when the Commissioners' personal requests are disregarded. While commissioners have not interfered with operational activities in his direct control, he seems more isolated from commissioners than collaborative. Moreover, at more than one time he has impugned the integrity and character of a commissioner with other government officials, with business leaders and with other agencies such as the Chamber of Commerce.

