

County Administrator Evaluation

Please rate the County Administrator using the following scale:

Rating	Description
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

4

Comments:

I believe Randy does a great job of providing a standard + direction; however at the same time allowing them to make their own decisions + manage their departments themselves

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

4

Comments:

Execution of Policy

Does he understand the laws and ordinances of the County and call them to be fairly enforced?

Rating

4

Comments:

Randy is very good at understanding the ordinances + what is expected

Community Relations

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

Rating

3

Comments:

Randy is adequate but interacting with citizens is something he could improve

Administrative Duties

Does the County Administrator properly handle his administrative duties?

Rating

4

Comments:

I think Randy is good at handling his role

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 4	Comments: I think Randy understands economic development & how to get the kind of business we want to grow.
Intergovernmental Relations		
Does the County Administrator cooperate cordially with neighboring communities and citizens while looking after the interests of Escambia County?	Rating 3.5	Comments: Another area I think he is capable but needs to work on
County Council Relations		
Does the County Administrator work well with the County Commission 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 3.5	Comments: This is a tough job for any administrator. Randy does meet with me & does a good job communicating. However I think this is an area that he could continue to work on.
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 5	Comments: Randy has a good understanding of planning, & development services
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 5	Comments: This is Randy's best area. I think he does a great job working through the budget

Additional Comments: This is a tough job. Randy is not perfect but who can be with 5 demanding bosses. I think he does a great job for the people of Escambia County. He needs to continue that & improve in those areas designated

Name of Rater: Grover Robinson

Date: 10/2/12

Steve C. Allen
County Administrator Evaluation Form