



**Forward Pinellas
Annual Performance Evaluation for
Whit Blanton, Executive Director**

SUMMARY OF RESULTS

EVALUATION PERIOD: July 1, 2022 - June 30, 2023

Performance Level Scale:		
4	Excellent (Outstanding)	Consistently exceeds performance expectations
3	Commendable (Above Average)	Frequently exceeds performance expectations
2	Satisfactory (Average)	Meets performance expectations
1	Marginal (Below Average)	Usually does not meet performance expectations
N/A	Not applicable or unobservable	

Scoring Summary: Overall and Section Scores Over Time

Section	2017 Average Score	2018 Average Score	2019 Average Score	2020 Average Score	2021 Average Score	2022 N/A	2023 Average Score
Partnerships	3.6	3.6	3.6	3.6	3.7		3.5
External Communications	3.7	3.6	3.8	3.6	3.7		3.6
Leadership Effectiveness	3.7	3.5	3.6	3.6	3.7		3.5
Fiscal Management	3.6	3.5	3.6	3.7	3.7		3.5
Internal Communications & Reporting	3.7	3.5	3.8	3.4	3.6		3.5
Overall Score	3.6	3.5	3.7	3.6	3.7		3.5

Overall Scores

Evaluator	Raw Score	Percentage	Score to Scale
Councilmember David Allbritton	118/148	79.7%	3.2
Mayor Julie Ward Bujalski	141/148	95.0%	3.8
Commissioner Janet C. Long	115/148	77.7%	3.2
Commissioner Michael A. Smith	148/148	100.0%	4.0
Average	131/148	88.5%	3.6

Scoring Details and Averages

PARTNERSHIPS

Average Rating

3.75

_____ A. Coordinates work with staff from other agencies or County departments in a collaborative manner in order to accomplish goals

3.5

_____ B. Effectively builds and leverages relationships with the local governments

3.25

_____ C. Effectively builds and leverages relationships within the private sector

3.5

_____ D. Maintains awareness of developments and plans potentially affecting the vision for Pinellas County and the region

3.5

_____ E. Willingly participates with other governmental entities in sharing resources

3.75

_____ F. Initiates and collaborates with other regional, state and federal government agencies

Overall Section Average: 3.5

Comments related to this section:

Whit has continued his strong ability to work with other local governments & agencies. He puts himself out there on the behalf of the Forward Pinellas Board goals & objectives.

– Julie Ward Bujalski

There is no question that Whit has terrific relationships with other governmental agencies as well as within the State and Federal governments.

– Janet C. Long

Largo staff have the upmost respect for Whit and the whole staff of Forward Pinellas. This makes government truly work for the residents.

– Michael A. Smith

EXTERNAL COMMUNICATIONS/MESSAGING

Average Rating

3.5

—— A. Answers the issues presented and is able to communicate opinions precisely

3.5

—— B. In written communications (including strategic planning documents), has proper organization, clarity, conciseness, precision and grammar

3.25

—— C. In oral communication, has the ability to speak clearly, concisely and persuasively

3.75

—— D. Makes a positive impression on citizens and is respected within Pinellas County

3.75

—— E. Is willing to meet with members of the community and discuss areas of concern

3.75

—— F. Has appropriate visibility in the community

3.75

—— G. Maintains a positive image of Forward Pinellas representing professionalism while enhancing the identity of the organization

Overall Section Average: 3.6

Comments related to this section:

Whit does an excellent job through written & oral communications & social media expressing our collective vision & goals.

– Julie Ward Bujalski

Whit works very hard to make sure that Forward Pinellas is present and a relevant agency when anyone is talking about the issue of transportation, planning and zoning.

– Janet C. Long

LEADERSHIP EFFECTIVENESS

Average Rating

3.5
_____ A. Works effectively with Forward Pinellas Board Members, agency heads, staff, and the public

3.25
_____ B. Is flexible in day-to-day duties

3.5
_____ C. Is dependable and volunteers to do more on own initiative

3.25
_____ D. Follows up to ensure decisions are implemented

4.0
_____ E. Has strong work ethic and desire for professional excellence

3.5
_____ F. Demonstrates forward thinking and strategic planning ability

3.25
_____ G. Performs executive duties in a timely fashion to permit the Forward Pinellas Board and staff to meet established deadlines

3.5
_____ H. Professionally and competently implements Forward Pinellas Board decisions

3.5
_____ I. Maintains an organization that is efficient, helpful and courteous to the public and its employees

3.5
_____ J. Creates a quality workforce in a positive, supportive organization

3.75
_____ K. Demonstrates understanding and maintains compliance with statutory requirements

3.25
_____ L. Able to build consensus amongst board members and other key stakeholders

Overall Section Average: 3.5

Comments related to this section:

Whit continues to be willing to consider new initiatives from various sources. He's fair & listens to all opinions.

– Julie Ward Bujalski

Whit is among the most collaborative leaders I have had the pleasure to work with - he understands the urgency and importance of the work and the issues.

– Janet C. Long

Whit has always been very flexible with schedule to meet with me to talk about the upcoming agenda. Whenever I or Largo staff have asked for more information, FP has gotten to it quickly.

– Michael A. Smith

FISCAL MANAGEMENT

Average Rating

3.5

_____ A. Prepares a balanced budget to carry out the initiatives and projects at a level intended by the board with consideration for a reasonable planning period

3.5

_____ B. Presents the budget and budgetary recommendations in an intelligent and accessible format

3.5

_____ C. Expends funds within budgeted amounts and takes appropriate corrective action when unexpected budget issues develop

3.5

_____ D. Creates a working environment that encourages responsibility, decision-making, and fiscal accountability within the agency

3.5

_____ E. Monitors and manages fiscal activities of the organization appropriately

Overall section average: 3.5

FISCAL MANAGEMENT

Comments related to this section:

I'm confident in Whit's fiscal & organizational management.

– Julie Ward Bujalski

INTERNAL COMMUNICATIONS AND REPORTING

Average Rating

3.5
—— A. Provides regular information and reports to the board concerning matters of importance (including potential opportunities and threats facing the organization)

3.75
—— B. Keeps the Forward Pinellas Board and staff apprised of administrative decisions affecting the agency and its environment

3.5
—— C. Helps the board understand policy and legislative initiatives and their impacts to the agency's work programs

3.5
—— D. Disseminates complete and accurate information equally to all members in a timely manner

3.5
—— E. Responds in a timely manner to requests from the board for information or special reports

3.5
—— F. Takes the initiative to provide information, advice, and recommendations to the board on matters that are non-routine and not administrative in nature

3.5
—— G. Produces reports that are accurate and comprehensive

Overall section average: 3.5

INTERNAL COMMUNICATIONS AND REPORTING

Comments related to this section:

Whit continues to be a great communicator.

– Julie Ward Bujalski

NARRATIVE EVALUATION

What would you identify as the Executive Director's greatest strength(s), expressed in terms of the principal accomplishments during this rating period?

Understanding how MPO's work and how to be successful in getting grant money.

– David Allbritton

Thinking outside of the box, thinking of the future, and how to get there.

– Julie Ward Bujalski

Whit's understanding of the different transportation buckets for funding is particularly helpful as well as his attention to detail and regional thinking.

– Janet C. Long

Whit's greatest strength has been his openness to explain why something is being done and when needed - will leverage his connections with others for more knowledge or to get the item added faster.

– Michael A. Smith

NARRATIVE EVALUATION

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

Keep elected officials in municipalities apprised of future work coming up.

– David Allbritton

Find new ways to work with the county on issues & improve collaborations that are beneficial to all.

– Julie Ward Bujalski

It would extremely beneficial if Whit had a greater sense of urgency as it relates to the moving pieces to enable regional transportation successes forward especially as it relates to the timing available to pull down the federal dollars.

– Janet C. Long

N/A

– Michael A. Smith

NARRATIVE EVALUATION

Overall, how do you feel about the performance of the Executive Director this rating period as compared to the last?

He works hard as he did before.

– David Allbritton

Great! But I will say that several government agencies seem to not understand the how important proper transportation planning is to the county. Therefore, new approaches need to be taken to help they & others to get there.

– Julie Ward Bujalski

Whit consistently does a very commendable job performing his duties and his ability to maintain relationships and respect among other agencies and boards is exemplary.

– Janet C. Long

The same as last time, no negative views.

– Michael A. Smith

NARRATIVE EVALUATION

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

Fix- some elected officials doubt his credibility.

– David Allbritton

- Focus on funding options for better transit in the county (sales tax, gas tax, or other means) - Focus on how we can improve transit county-wide but especially tourist transit (Finalize Waterbourne Transportation Plan, Work towards better transit from the airport as well as expanded Trolley) - Finalize Housing Plan & Industrial Lands Plan - Follow up on county-wide bridges - Ensure that all Pinellas County communities will still have a voice should an MPO merge occur.

– Julie Ward Bujalski

My comments have already been conveyed to Whit and do no real service by repeating them here.

– Janet C. Long



Individual Evaluator Scores 2021 & 2023*

	2021 scores	2023 scores
Vice Mayor David Allbritton	3.2	3.2
Mayor Julie Ward Bujalski	4.0	3.8
Commissioner Janet C. Long	3.5	3.2
Commissioner Michael A. Smith	4.0	4
Overall Average	3.7**	3.6

*Survey not done in 2022 in lieu of Community Stakeholder survey

**Reflects surveys completed by all Board members

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