



Employee Name Mounir Bouyounes	Job Title County Administrator	Review Date 1/8/2024
--	--	--------------------------------

Total Score: 5.00

Organizational Principles and Values

Element	Focus	Chairman Stone	Comm. Curry	Comm. Bryant	Comm. Zalak	Comm. McClain	
Organizational Values	Dedicated to Serve	5	5	5	5	5	
	Comments						
	Mounir regularly inspires others to remain tactful at all times while setting an atmosphere and expectation for open communication allowing others to freely contribute for the good of the County. He supports and encourages his direct reports to interact with each other to create a balanced team where everyone's style, culture and background is respected and accepted.						
	Chairman Stone						
	Commissioner Curry						
	Commissioner Bryant Always responsive to citizens						
	Commissioner Zalak No one more dedicated to Marion County. He lives it						
	Commissioner McClain						
	Professional Operations	5	5	5	5	5	
	Comments						
	Mounir manages a tremendous work load and relies on his direct reports and other staff to ensure County operations are run efficiently and effectively. I admire his ability to stay organized, maintain accountability and set high expectations while supporting our Organizational Priorities. He remains composed when dealing with challenging situations and is quick to share credit with his team. I appreciate his consistent attention to ensuring the right people are in the right positions for the good of all.						
	Chairman Stone						
	Commissioner Curry						
	Commissioner Bryant Very conservative about every penny we spend as well as county tax. Holds us to the highest standard						
	Commissioner Zalak Always the upmost professional						
Commissioner McClain							
Resource Stewardship	5	5	5	5	5		
Comments							
Mounir works diligently to maximize revenues to meet service expectations and fosters an environment of the same within all departments. He acts with a strong sense of urgency and follows through to ensure he honors all commitments.							
Chairman Stone							
Commissioner Curry							
Commissioner Bryant							
Commissioner Zalak							
Commissioner McClain							

Leadership Values

Element	Focus	Chairman Stone	Comm. Curry	Comm. Bryant	Comm. Zalak	Comm. McClain	
Leadership Competencies	Initiative	5	5	5	5	5	
	Comments						
	Chairman Stone						
	Commissioner Curry						
	Commissioner Bryant						
	Commissioner Zalak						
	Commissioner McClain						
	Judgment	5	5	5	5	5	
	Comments						
	Chairman Stone						
	Commissioner Curry						
	Commissioner Bryant						
	Commissioner Zalak Great decision maker						
	Commissioner McClain						
	Delegation	5	5	5	5	5	
Comments							
Mounir appears to delegate appropriately. He seeks to offer employees a challenging work environment that allows them to grow in their career and be rewarded.							
Chairman Stone							
Commissioner Curry							
Commissioner Bryant Have seen major improvement							
Commissioner Zalak Mounir continues to work in this area, he should continue in the upcoming year.							
Commissioner McClain							
Interpersonal Skills	5	5	5	5	5		
Comments							
Mounir is highly respected by his team and others within Marion County Government, his peers and other stakeholders. He creates an environment of "Team" within our County organization as well as how he and others work with local government agencies and organizations.							
Chairman Stone							
Commissioner Curry							

	Commissioner Bryant	Everyone loves Mounir				
	Commissioner Zalak	Truly gifted in this area				
	Commissioner McClain					
Technical Competencies						
Element	Focus	Comm. Stone	Chairman Zalak	Comm. Curry	Comm. McClain	Comm. Bryant
Technical Competencies	Customer Service	5	5	5	5	5
	Comments					
	Mounir models and expects exceptional customer service at all times. He understands how important it is to address concerns even if the answer will not always make them happy. He takes time to explain reasoning behind every decision and is respectful to everyone he interacts with. He expects this from all County staff.					
	Chairman Stone					
	Commissioner Curry					
	Commissioner Bryant					
	Commissioner Zalak He is great. We need his talent through the organization					
	Commissioner McClain					
	Communication	5	5	5	5	5
	Comments					
	Mounir works diligently to ensure communications are clear and concise. He also attempts to be proactive with his communications to ensure I'm fully informed of processes and issues that may need my attention prior to being addressed publicly. Very rarely has Mounir allowed an issue to go unresolved without a plan to correct it or has he missed an opportunity to improve a situation.					
	Chariman Stone					
	Commissioner Curry					
	Commissioner Bryant					
	Commissioner Zalak He cares and he shows this through his communication.					
Commissioner McClain						
Attention to Detail	5	5	5	5	5	
Comments						
Chairman Stone						
Commissioner Curry						
Commissioner Bryant Mounir has great attention to detail.						
Commissioner Zalak He demands accuracy and details						
Commissioner McClain						
Goals	Comments					
Chairman Stone						
1. Prepare others to be ready to take over when you retire. 2. Spend more time with new commissioners preparing them with education to do their jobs. 3. Develop an education process for new and existing commissioners, especially for P&Z issues.						
Commissioner Curry						
Commissioner Bryant						
Commissioner Zalak						
Commissioner McClain						