

October 13, 2026

AGENDA ITEM 10.: EXECUTIVE DIRECTOR EVALUATION DISCUSSION

BACKGROUND:

On February 15, 2018, the Authority entered into an Employment Agreement with Mr. Carlos Buqueras, which has since been amended on three occasions: June 12, 2018; July 28, 2020; and June 12, 2025. The Agreement outlines provisions for annual evaluations of the Director's performance, encompassing all duties, responsibilities, and the performance measures, goals, and objectives mutually established by the Authority and the Director. A summary of the short-form evaluation will be presented by the Authority's legal counsel.

ATTACHMENT:

N/A

COST AND FUNDING SOURCE:

N/A

CONSEQUENCES IF DEFERRED:

N/A

LEGAL COUNSEL REVIEW: Yes

RECOMMENDATION:

N/A

October 13, 2026

AGENDA ITEM 9.: EXECUTIVE DIRECTOR EVALUATION DISCUSSION

BACKGROUND:

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ATTACHMENT:

N/A

COST AND FUNDING SOURCE:

N/A

CONSEQUENCES IF DEFERRED:

N/A

LEGAL COUNSEL REVIEW: Yes

RECOMMENDATION:

N/A

Good Morning Port Authority Members,

As you know, each year pursuant to his contract, the Port Authority provides a performance evaluation of its Executive Director. I received written evaluations from four of the Port Authority members –thank you all very much.

The review evaluates 8 categories of performance: Business Development, Relationship with the Authority, Financial Management and Regulatory Compliance, Public Image and Community Relations, Leadership, Job and industry Knowledge, and Judgment and Decisions Making. Category provides the ranking options of: outstanding, meets standards, or needs improvement. Each category also allows for individual comments.

In summarizing the reviews received,

- 1) 1 Authority member ranked Carlos outstanding in every category.
- 2) 1 Authority member ranked Carlos as Needs Improvement in several categories with the comments that member he is not updated on port business.
- 3) 3 Authority members ranked Carlos outstanding or meets standard in all categories.
- 4) Comments from those 3 Authority members included:
 - a. Great job in attracting new business in current economy.
 - b. Carlos continues to do an outstanding job on increasing the Port's client base.
 - c. Carlos keeps the Port Authority informed on all activities at the Port and works with the Port Authority.
 - d. Always seems in control and focused on his team
 - e. Carlos has done an outstanding job engaging the community, local businesses and trade groups at the Port.
 - f. Carlos reputation and respect among his peers is noteworthy.
 - g. Carlos always does an outstanding job.
 - h. Carlos is a pleasure to work with as he continues to guide the Port into the next year.
 - i. One Authority member thanked Carlos for his leadership.

Thank you.

**MANATEE COUNTY PORT AUTHORITY
PERFORMANCE EVALUATION OF CARLOS BUQUERAS, EXECUTIVE DIRECTOR**

DEADLINE FOR SUBMISSION: Monday, September 28, 2026

Please submit via email to Jennifer at jcowan@bmolaw.com.

Evaluator (Port Authority Member) Name: Mike Rahn

Instructions:

This is an evaluation for the period of October 1, 2025 through September 30, 2026. Effective evaluation of job performance is an on-going process. The Manatee County Port Authority evaluates the Executive Director in eight primary categories. Please rate and comment on the performance of the Executive Director in each of the eight categories taking into consideration the description provided. **Please be sure to sign this evaluation form at the conclusion of your review.**

1) Business Development

Endeavors to promote and encourage waterborne commerce and maximize business revenues of Port assets. Proposes viable and researched alternatives and business propositions to the Authority. Oversees the management of Authority assets exercising sound business principles and develops infrastructure priorities taking into consideration fiscal concerns.

Outstanding X Meets Standards Needs Improvement

Comments: Carlos continues to do a outstanding job on increasin gthe ports client base

2) Relationship with Authority

Apprises Authority members in a timely manner of developments, issues, needs, and operations at the Port. Provides professional advice and alternatives, when needed. Responds to Authority requests for information. Develops and explains alternatives. Acts impartially toward the Authority. Reacts positively and constructively to appropriate criticism. Strives to maintain a harmonious relationship with the Authority. Responds positively to Authority directions.

Outstanding Meets Standards X Needs Improvement

Comments: Carlos keeps the Port Authority informed of all activities at the port and wo

3) Financial Management and Regulatory Compliance

Directs and manages staff and advisors to ensure Authority funds are invested and expended in accordance with policy. Monitors financial performance of the organization to ensure efficient and effective performance. Ensures prepared budget is responsive to the goals of the Authority. Evaluates financial controls for regulatory compliance. Ensures Port compliance with Federal, State and local laws and regulations including applicable laws, ordinances, statutes, resolutions, administrative regulations,

security regulations and emergency procedures, personnel laws and regulations, audit and financial management requirements, and Sunshine Law requirements.

Outstanding ☐ Meets Standards ☒ Needs Improvement ☐

Comments:
Carlos continues to make sure the port is operating in a solid fiscal manner

4) **Public Image and Community Relations**

Initiates and fosters a positive image of the Authority and the Port. Builds rapport with the community and the media through pro-active communications and development relationships. Communicates with business, civic and neighborhood organizations, and works to solve Port-related issues as they arise with the affected parties. Strengthens working relationships with appointed and elected officials of other governmental entities. Consistently acts in a manner that is courteous and professional. Participates in speaking engagements to promote the operation, maintenance and image of the Port. Represents the Authority with Port-related organizations to reflect the professionalism of the staff.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:
Carlos has done an outstanding job in engaging the community, local business and media

5) **Strategic Planning and Goals**

Coordinates with the Authority in establishing short and long-term objectives for the Authority. Develops challenging goals and objectives for his/her and staff that lead to the accomplishment of the objectives. Monitors, evaluates, and communicates the results to the Authority on a regular basis.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:
Carol helped create the Port Economic Contribution Plan and master growth plan

6) **Leadership**

Establishes his/her leadership in all areas of the organization. Sets an example for others to follow and earns respect and support of subordinates. Develops and implements sound personnel policies and procedures and fosters good morale. Treats all personnel fairly and without favoritism or discrimination. Delegates authority as appropriate and sets high standards for all personnel. Endeavors to maintain positive and cordial relationships with all employee groups and representatives. Takes overall responsibility for projects and obtaining and using resources. Participates in business and community organizations demonstrating leadership and knowledge that earns confidence in the ability of the Executive Director. Sets and adheres to highly efficient standards and behavior.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:
Carlos continues to lead the staff in a very positive manner. His instructions are clear and concise

7) Job and Industry Knowledge

Effectively applies a high degree of knowledge and expertise relating to the developments in the waterborne commerce industry and the implications for the Port as a whole. Organizes the responsibilities of the Authority departments, reviews the administration and operation of the Port, and demonstrates a wide breadth of knowledge in various areas including, finance, legal matters, leasing and business development, regulatory affairs, facility maintenance, budgeting and legislative affairs.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:

Carlos's knowledge of the port and shipping industries is outstanding. His re

8) Judgment and Decision Making

Exercises sound judgment in determining those issues that should appropriately be submitted to the Authority for consideration or approval. Makes logical decisions based on a thorough review of available information and soliciting input from appropriate sources but is also able to effectively make decisions rapidly in situations where information is limited and the outcome might be uncertain. Assumes command of tasks presenting difficult or unusual circumstances and effectively assumes charge of field situations or incidents when necessary. Able to discern when it is necessary to assume charge of situations that would normally be handled by a subordinate and when it is necessary to only provide guidance and support.

Outstanding ☐ Meets Standards ☒ Needs Improvement ☐

Comments:

Carlos continues to make sound judgement decision that have positive imp

DATE of Evaluation: 9/30/2026

Additional Comments:

Carlos is a pleasure to work with as he continues to guide the port into the next year.

Mike Rahn

Port Authority Member Signature

**MANATEE COUNTY PORT AUTHORITY
PERFORMANCE EVALUATION OF CARLOS BUQUERAS, EXECUTIVE DIRECTOR**

DEADLINE FOR SUBMISSION: Monday, September 28, 2026

Please submit via email to Jennifer at jcowan@bmolaw.com.

Evaluator (Port Authority Member) Name: Tal Siddique

Instructions:

This is an evaluation for the period of October 1, 2025 through September 30, 2026. Effective evaluation of job performance is an on-going process. The Manatee County Port Authority evaluates the Executive Director in eight primary categories. Please rate and comment on the performance of the Executive Director in each of the eight categories taking into consideration the description provided. **Please be sure to sign this evaluation form at the conclusion of your review.**

1) Business Development

Endeavors to promote and encourage waterborne commerce and maximize business revenues of Port assets. Proposes viable and researched alternatives and business propositions to the Authority. Oversees the management of Authority assets exercising sound business principles and develops infrastructure priorities taking into consideration fiscal concerns.

Outstanding **X** Meets Standards Needs Improvement

Comments:

2) Relationship with Authority

Apprises Authority members in a timely manner of developments, issues, needs, and operations at the Port. Provides professional advice and alternatives, when needed. Responds to Authority requests for information. Develops and explains alternatives. Acts impartially toward the Authority. Reacts positively and constructively to appropriate criticism. Strives to maintain a harmonious relationship with the Authority. Responds positively to Authority directions.

Outstanding **X** Meets Standards Needs Improvement

Comments:

3) Financial Management and Regulatory Compliance

Directs and manages staff and advisors to ensure Authority funds are invested and expended in accordance with policy. Monitors financial performance of the organization to ensure efficient and effective performance. Ensures prepared budget is responsive to the goals of the Authority. Evaluates financial controls for regulatory compliance. Ensures Port compliance with Federal, State and local laws and regulations including applicable laws, ordinances, statutes, resolutions, administrative regulations,

security regulations and emergency procedures, personnel laws and regulations, audit and financial management requirements, and Sunshine Law requirements.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:

4) Public Image and Community Relations

Initiates and fosters a positive image of the Authority and the Port. Builds rapport with the community and the media through pro-active communications and development relationships. Communicates with business, civic and neighborhood organizations, and works to solve Port-related issues as they arise with the affected parties. Strengthens working relationships with appointed and elected officials of other governmental entities. Consistently acts in a manner that is courteous and professional. Participates in speaking engagements to promote the operation, maintenance and image of the Port. Represents the Authority with Port-related organizations to reflect the professionalism of the staff.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:

5) Strategic Planning and Goals

Coordinates with the Authority in establishing short and long-term objectives for the Authority. Develops challenging goals and objectives for his/her and staff that lead to the accomplishment of the objectives. Monitors, evaluates, and communicates the results to the Authority on a regular basis.

Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:

6) Leadership

Establishes his/her leadership in all areas of the organization. Sets an example for others to follow and earns respect and support of subordinates. Develops and implements sound personnel policies and procedures and fosters good morale. Treats all personnel fairly and without favoritism or discrimination. Delegates authority as appropriate and sets high standards for all personnel. Endeavors to maintain positive and cordial relationships with all employee groups and representatives. Takes overall responsibility for projects and obtaining and using resources. Participates in business and community organizations demonstrating leadership and knowledge that earns confidence in the ability of the Executive Director. Sets and adheres to highly efficient standards and behavior.

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Comments:

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Outstanding ☒ Meets Standards ☐ Needs Improvement ☐

Comments:

DATE of Evaluation:

Additional Comments:

Mr. Buqueras does outstanding job in his role and I thank him for his leadership.

Port Authority Member Signature

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DATE of Evaluation:

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Comments:

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Outstanding ☐ Meets Standards ☐ Needs Improvement ☒

Comments:

I'm never updated on port business, so I do not know if this happening or

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Outstanding ☐ Meets Standards ☐ Needs Improvement ☒

Comments:

I'm never updated on port business. Take more initiative updating port me

6) Leadership

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Outstanding ☐ Meets Standards ☐ Needs Improvement ☒

Comments:

Needs to take more initiative updating port members.
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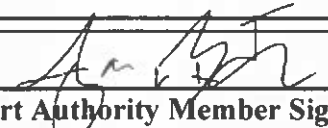
Comments:

Needs to talk more to port members more on the business of the port and t

DATE of Evaluation:

Additional Comments:

Needs to take more initiative updating port members on the business of the port. I hav


Port Authority Member Signature