



City Attorney Evaluation

Please rate the City Attorney using the following scale:

| | | |
|-----|------------------|---|
| 5 | Exceptional | Performance is consistently superior and significantly exceeds expectations. |
| 4 | Highly Effective | Performance frequently exceeds expectations. |
| 3 | Proficient | Performance consistently meets expectations. |
| 2 | Inconsistent | Performance meets some, but not all expectations. |
| 1 | Unsatisfactory | Performance consistently fails to meet minimum expectations; employee lacks skills required or fails to utilize necessary skills. |
| N/A | Not Applicable | Employee has not been in position long enough to have demonstrated the essential elements of the position and will be reviewed at a later agreed upon date. |

Please rate each category below. Bullet points are provided within each category to assist as you evaluate the category. The bullet points are not meant to be all inclusive.

Please return your evaluation form to the City Attorney.

| |
|--|
| 1. Technical Competency |
| <ul style="list-style-type: none"> Scope of legal expertise necessary to meet the City’s needs on issues that arise Proactive identification of potential issues upon becoming aware of them Accuracy and technical correctness of legal advice Efficient and effective knowledge of City codes, regulations, Florida Statutes, and case law regarding municipal government |
| <p>COMMENTS: City Attorney has achieved all levels of certification within the Florida Bar and required in her contract. This achievement was no easy or slight process. She had to devote time to studying for a day long test, as well as 3 other processes including peer review to achieve this certification. Only 311 attorneys out of 107,000 +, in our state, hold this certification... and she is one!! She has kept herself diligent to keep up with Florida Law since coming to our City and has proven what we knew... she is one of the best!!</p> |

- 5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory
 N/A-Not Applicable

| 2. Legal Representation |
|--|
| <ul style="list-style-type: none"> • Representation of the City in a professional and ethical manner • Impartiality and objectiveness in performing duties and responsibilities • Ability to maintain the City Commission’s and staff’s confidence while informing them of the different legal risks that proposed actions might generate • Effectiveness in achieving the best possible legal outcomes for the City |
| <p>COMMENTS: The City Attorney and her team always represent our city in the most professional and ethical manner while providing objective and impartial legal advice. They can be trusted to provide the highest level of protective legal advice, also. I appreciate the fact that the City Attorney will lead us to that path of protective discussion when we are on the dais, too. The legal team stays abreast with all issues handled by outside council for us, such as the de-annexation topic, and prepares us for proceedings that arise. Within the city the legal team has done a lot this year in bringing about legal review of language and direction for a lot of processes, codes, ordinances, and resolutions. There was a lot of excellent growth within the foundation of the city developed this year and the legal team was a large part of that. They are greatly appreciated by me for this!</p> |

5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory
 N/A-Not Applicable

| 3. Interaction with City Manager |
|---|
| <ul style="list-style-type: none"> • Spirit of cooperation without compromising objectivity • Integration of strategic planning initiatives • Responsiveness and timeliness in responding to requests • Maintenance of good working relationships while serving as an effective member of the management team |
| <p>COMMENTS: Even before our City Manager arrived an excellent relationship was formed between the two. It was refreshing to hear how much respect the other Charter Officers had for Mr. Fletcher. Each segment of that Triad watches and cares for the other in their respective positions for the good and benefit of the city. The high degree of professionalism is a driving force for this relationship. I keep check with the other Charter Officers regarding their relationships with each other. It’s a blessing to hear the positive responses.</p> |

5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory

N/A-Not Applicable

| 4. Problem Solving/Decision Making |
|---|
| <ul style="list-style-type: none"> • Level of analysis and identification of alternatives • Degree of timeliness and appropriateness of decisions • Proactive and professional acceptance of responsibility for decisions |
| <p>COMMENTS: This year saw more growth within the framework of the city as the legal team set forth a template library. This aids the city in many ways. It keeps documents consistent, legal review quicker, and agendas more effective for the Clerks Office, as well as for the Commission. Honesty in this department is always in the forefront... whether there is an error within their work, or if not, they state the fact. I appreciate that type of open honesty and responsibility. The only reason that this is marked a 4, is that there is more to be accomplished in the framework area, though, through increasing the staff, they should be able to address those areas more exponentially.</p> |

5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory
 N/A-Not Applicable

| 5. Relationship with City Commission |
|---|
| <ul style="list-style-type: none"> • Prompt and proper response to requests • Timely and informative updates on current issues • Review agenda items to ensure legal compliance • Completing directives of the City Commission as a whole as opposed to those of any one member or minority • Willingness to meet with Commissioners to deal with individual problems and issues |
| <p>COMMENTS: I appreciate the relationship that I have with the City Attorney. Simply stated I respect her in all manners and measures. She established One on One meetings with us monthly, on top of the Agenda Briefings that legal is part of. Though, outside of those meetings, I know I can pick up the phone and speak with her whenever I have an issue that I need to get advice on or just to use her as a sounding board. I trust her. I try not to abuse her outside of business hours, but I must admit we have had many conversations on the drive home, or even over the weekend! I'm honored to have served along side such an individual in my time of service. She's been a backbone for me.</p> |

5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory
 N/A-Not Applicable

| 6. Communications |
|--|
| <ul style="list-style-type: none"> • Effectiveness of verbal and written communications with the City Commission, staff, and the community • Timely, forthright, open, and concise communication (avoids jargon) • Represents the City in a professional, articulate manner when attending/presenting at community events, neighborhood meetings or social gatherings |
| <p>COMMENTS: Communication for the City Attorney and her legal team is always thought out and presented in a professional and articulate manner. She represents our city within her appointment to the Executive Council of the City, County and Local Government Law Section of the Florida Bar. She, also, was selected, for the second consecutive year to the peer-nominated Florida Trend's Florida Legal Elite. There is no doubt that when City Attorney sits down at a table she is the representative that we want to have as the Face of our City!</p> |

- 5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory
 N/A-Not Applicable

| 7. Management of the City Attorney's Office |
|--|
| <ul style="list-style-type: none"> • Planning and organization of work that carries out policies adopted by the City Commission • Planning and organization of responses to public inquiries, complaints, and concerns raised by the City Commission |
| <p>COMMENTS: It was within my first year of service that Amber was made the City Attorney and I have seen a transformation within that department that she and the entire city can be proud of. Each year there is another layer of expertise and professionalism added to make the office run more efficiently and effectively. This year's changes are bringing this department to a point where I believe a legal department should be. I've watched the struggles with not having items automated on web-based digital forms, until this year, when they were implemented. I have noticed the improvement in time and less errors. These types of issues were identified over the course of her tenure, and she has brought forth the correct measures to fix the issues even while handling many very high-level cases and issues. I'm so proud of our legal department and where our city has grown to be. Amber is a huge part of that.</p> |

- 5-Exceptional
 4-Highly Effective
 3-Proficient
 2-Inconsistent
 1-Unsatisfactory
 N/A-Not Applicable

OVERALL RATING

Score **4.9**

- 5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

(CITY COMMISSIONER’S COMMENT)

I am grateful to work with Ms. Slayton... I’m grateful to know Ms. Slayton as a person. I’m grateful for what Ms. Slayton has done for our city. I’m grateful that she didn’t walk away when we traveled through tough times. There is no one else that I would have wanted to defend us, time after time.

She has made our city a better place and elevated our standing within the governmental world with her professional council. As this is my final review of Ms. Slayton... words cannot articulate the gratitude I have for her... so, simply in English... Thank you and bless you.

(EMPLOYEE’S COMMENT)

CITY ATTORNEY SIGNATURE / DATE:

| | |
|--------------------|---------------|
| (INSERT SIGNATURE) | (INSERT DATE) |
|--------------------|---------------|

CITY COMMISSIONER SIGNATURE / DATE:

| | |
|------------------|-----------|
| <i>Jill Luke</i> | 8/17/2022 |
|------------------|-----------|