



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: Mrs. Slayton has worked within our system for over 3 years, now, and has expanded her knowledge of the City and State laws. She will not give any 'legal opinion' without thoroughly qualifying it. She is not afraid to speak up during the meetings to offer a correct response to a question or even correct an incorrect statement by a commissioner or staff, if it does not align with the City or State laws. I LIKE that! As a 'team' that serves the City, we need every expertise exercised in order to make us the best we can be.</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: Mrs. Slayton is extremely professional and ethical. She can be trusted to give the correct information... even if it means that she 'gets back to you'. She is very attentive as to what a potential outcome of a decision might mean to the City legally. She can be trusted to protect the City, completely.</p>

- 5-Exceptional
 4-Highly Effective
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 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: Mrs. Slayton is ever ready to assist the City Manager whenever he may need her. She attends the Agenda Briefings with the City Manager and the Commissioners, and through that and the public meetings, I can see that he trusts her, and that their relationship is superb.</p>

- 5-Exceptional
 4-Highly Effective
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 2-Inconsistent
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 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

COMMENTS: This area demonstrates Mrs. Slayton's level of commitment to the office she serves in. She understands the balance between the work load of her department and what needs to be accomplished, even the level of technical expertise required, so she has given work to outside council in order to get the best result in a timely manner. She works over the Ordinances and Resolutions to make them the best they can be, making suggestions that enhance them, all the while keeping to purity of the Commission directive intact.

- 5-Exceptional
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 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: Mrs. Slayton is extremely prompt and timely. She will meet with the Commissioners on a personal basis to assist them with any topic or issue that they bring to her. She attends the Agenda Briefings with the Commissioners and City Manager and is always prepared to answer or explain, any of the items, regarding the legal side of an item. She is always pleasant and has the patience to give time, in order to understand the point that a commissioner is trying to articulate, and aids in the thought process of it, for more clarity. She will often aid the Commissioners by guiding them, within that thought process/working through, by sharing the correct legal viewpoint. It is a great help!</p>

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 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: Again, in this area, Mrs. Slayton's professionalism and demeanor shine. She is articulate and accurate in her communications. She represents the City with integrity!</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
COMMENTS: Mrs. Slayton leads her team/office by example. She sets the bar high. She is still understaffed for the workload in that office and is working to resolve that issue. As stated before, she knows when the load is too much and will use outsourcing to make sure the tasks are done efficiently and effectively, in the best manner possible. Her team respects her and serves their positions with the same professionalism that Mrs. Slayton demonstrates. Building the 'right' team is the goal of any supervisor, which takes a leader through challenges that they may never have encountered before. Even in those times, Mrs. Slayton does it all with integrity, with the best outcome, being her goal.

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

OVERALL RATING

Score 4.7

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

(CITY COMMISSIONERS COMMENT)

I am grateful that Mrs. Slayton is our City Attorney. I can have the confidence that what is produced by her and her office is the best possible outcome of each and every item. She is an asset to our City that produces a value that cannot be measured by any monetary measure. It is an honor and privilege to work with her at the City, in this time of growth. Thank you for all you do and for all you are!

(EMPLOYEES COMMENT)

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CITY ATTORNEY SIGNATURE / DATE:

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CITY COMMISSIONER SIGNATURE / DATE:

 Jill Luke	August 12, 2019
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