



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:</p> <p>Since being appointed as City Attorney in September 2024, Mr. Golen has provided accurate and relevant legal advice to the City and maintained a smooth flow of information to the Commission through one-on-ones and discussions during commission meetings. He is sincere in his commitment to the city, the commission, and his team. Given that North Port is one of the fastest growing cities in the country, getting sound land use advice in a timely fashion has been a challenge for our legal team. I understand that land use attorneys are very hard to come by, but we should consider ways of expanding our knowledge and capabilities in this area to better respond to peak demand times, particularly in commercial and residential development.</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:</p> <p>Mr. Golen and his team accomplished several key projects during the first half of FY2025. Key projects during that time period include:</p> <ul style="list-style-type: none"> • Continued work on Hurricane Ian and Hurricane Milton recovery. • Referendum for two City Charter amendments and three bond referendums. • Legal drafting and finalization of the Price Boulevard Construction Contract. • Restatement and amendment to the Wellen Park Post Annexation Agreement and transfer of related real property. • Economic development incentives, including ad valorem exemptions, impact fee deferrals and waivers, and use of economic development funds. <p>The legal team demonstrates best practices in drafting clean code language, drafting comprehensive and comprehensible contracts, and issue spotting for potential legal pitfalls.</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:</p> <p>While I do not have direct line of sight into Mr. Golen's relationship with all senior staff, from what I do see it is my belief that he has developed and maintained position relationships with City Manager Fletcher, Deputy City Manager Yarborough, Assistant City Manager Bellia. I have received feedback from staff on how easy Mr. Golen is to work with and his willingness, at times, to provide initial opinions on legal questions in a more informal (and quicker) way.</p>

I believe that the entire City Attorney's Office enjoys a positive working relationship with the City Manager's Office as they address issues involving the City Management team and that communications are respectful and collaborative on both sides.

☒ 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:</p> <p>FY2025 has been a challenging year for the City Attorney's Office, as it has endured a difficult period of transition while operating several months without office space as a result of storm damage and being short staffed with 3 attorney positions vacant for most of the year. Mr. Golen's leadership through this time has maintained the office and allowed for the continued high level of service expected from the City. Mr. Golen's commitment to maintaining a high level of team spirit and cohesiveness during these challenging times is indeed remarkable and underscores his strong leadership ability.</p> <p>The City Attorney's Office continues to proactively solve problems by enhancing its template library, which is regularly undergoing refinement., based upon requests from other city departments for new template, particularly relating to the new ULDC. As of August, the library included:</p> <ul style="list-style-type: none"> 168 published templates for City department use (such as contracts, ordinances, and resolutions); 72 published templates for the legal team's exclusive use (such as court pleadings and orders); and 20+ templates currently in development. <p>These templates ensure consistency among City documents, increased efficiency for staff when drafting documents, and reduced hands-on time for legal review. In an effort to equip departmental leadership and to enhance the legal team's knowledge, the City Attorney's Office offers a training webinar library, with more than 150 on-demand webinars that relate to municipal law. These are free to users, as the City Attorney's Office pays an annual subscription fee.</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

COMMENTS:

Since his appointment as Interim City Attorney, Mr. Golen has continued to hold monthly one-on-one meetings with me, and has met with me several times upon request, including outside normal working hours. I appreciate his responsiveness and clear-headed advice. I can attest to the fact that Mr. Golen consistently takes his direction from the Commission as a body and does not perform directives from any individual Commissioner. I respect the professionalism of Mr. Golen and his entire staff.

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

6. Communications

- 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

COMMENTS:

Mr. Golen is an effective communicator. He recently provided Local Official Training to a group of elected officials from the surrounding jurisdictions and received positive feedback from participants on his ability to communicate complex nuances of the Florida Sunshine Law into an understandable presentation.

He routinely keeps me up-to-date on key developments as they happen in the most important legal matters affecting the City.

The entire City Attorney's Office team is trained to provide concise and clear communication, and I see that training demonstrated the quality and clarity of their written work. Sometimes it takes longer than some would like to receive those legal opinions; however, this is understandable, given how short-staffed we have been. Hiring consultants to supplement these efforts may have helped improve turnaround times for time-sensitive issues.

The City Attorney's Office continues its recurring meetings with key staff and stakeholders. Examples include monthly meetings related to the Wellen Park development and frequent meetings related to proposed P3 projects throughout the City.

Regarding community communications, we recently had a situation with a contract cancellation that I felt could have been handled more effectively. While I believe our legal team adhered to the letter of the law with the advice they provided staff, given the context of the situation, I maintain we could have handled the communication process of the cancellation more effectively and compassionately.

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

☐ N/A-Not Applicable

<p>7. Management of the City Attorney's Office</p> <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:</p> <p>As I mentioned previously, FY2025 has been a challenging year for the City Attorney's Office, as it has endured a difficult period of transition while operating several months without office space as a result of storm damage and being short staffed with 3 attorney positions vacant for most of the year.</p> <p>Mr. Golen's leadership through this time resulted in maintaining the office and allowed for the continued high level of service expected from the City. Mr. Golen's commitment to maintaining a high level of team spirit and cohesiveness during these challenging times is indeed remarkable and underscores his strong leadership ability. I am impressed with his ability to keep his team and their work moving forward even as they dealt with these challenges.</p>

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

OVERALL RATING

4 – Highly Effective

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

(CITY COMMISSIONER'S COMMENT)

(EMPLOYEE'S COMMENT)

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CITY ATTORNEY SIGNATURE / DATE:

(INSERT SIGNATURE)	(INSERT DATE)
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CITY COMMISSIONER SIGNATURE / DATE:

(INSERT SIGNATURE)	(INSERT DATE)
Barbara Langdon	8/15/2025