



City Attorney Evaluation – First Six Months

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: <i>Mr. Fuino is board certified in local government and is very knowledgeable wanting to look into just what this City needs moving into the future.</i></p>	

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

<p>2. Legal Representation</p> <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: <i>MR Fuino is very straight forward, competent and willing to Represent this city as needed.</i></p>

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

<p>3. Interaction with City Manager</p> <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: <i>MR. Fletcher gives high regards to working with MR. Fuino. He also states MR. Fuino works greatly with Staff as needed on City Projects</i></p>

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

<p>4. Problem Solving/Decision Making</p> <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: <i>I believe MR. Fuino is very proactive in coming up with solutions for any given issue that may have not been identified in the past.</i></p>

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

5. Relationship with City Commission

- 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:
Just on my account MR. Fuino has been great to work with and he makes himself available whenever I may need to talk with him on issues

- 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 Fuino is always available and accommodating AS needed.

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

7. Management of the City Attorney's Office

- 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:
So far his staff seems very pleasant working under MR. Fuino.

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

Michael Fuino Evaluation 2026

OVERALL RATING

Score

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

(CITY COMMISSIONER'S COMMENT)

I believe MR. Fuino is a great addition to this City. He has a very important Role and performs his duties exceptionally.

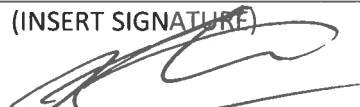
(EMPLOYEE'S COMMENT)

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CITY ATTORNEY SIGNATURE / DATE:

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

(INSERT SIGNATURE) 	(INSERT DATE) 3-29-2026
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