



City Attorney Evaluation – First Six Months

Please rate the City Attorney using the following scale:

Table with 3 columns: Rating (5, 4, 3, 2, 1, N/A), Description (Exceptional, Highly Effective, Proficient, Inconsistent, Unsatisfactory, Not Applicable), and Performance Description.

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
• 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
COMMENTS:
I have been board certified in local government law since 2021. Only 300 of Florida’s 117,000 attorneys hold this distinction. I am up for recertification this summer which requires me to take at least 60 advanced CLE hours in local government law.
I have also developed an understanding of the City’s charter, code, and land development regulations, and have been able to provide advice to the Commission and Staff on all three. I have proactively identified legal issues in the City’s code and processes, and look forward to bringing forward solutions to these issues in the coming months.

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

<p><b>2. Legal Representation</b></p> <ul style="list-style-type: none"> <li>• Representation of the City in a professional and ethical manner</li> <li>• Impartiality and objectiveness in performing duties and responsibilities</li> <li>• Ability to maintain the City Commission’s and staff’s confidence while informing them of the different legal risks that proposed actions might generate</li> <li>• Effectiveness in achieving the best possible legal outcomes for the City</li> </ul>
<p>COMMENTS:</p> <p>The City Attorney’s Office does the behind-the-scenes work that ensures the Commission and Executive branches can operate with minimal legal risk. This requires precise legal drafting when creating and editing contracts and ordinances, and clear language when speaking in public. All of this is regulated through a set of professional and ethical standards instituted by the Florida Bar and in conformity with City Policy.</p> <p>During my first six months the City Attorney’s Office has worked on several ordinances, some of which are ongoing. This includes the creation of a new special district for Activity Centers 6 and 10 which will allow for non-ad valorem assessments of select properties within that district.</p>

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

<p><b>3. Interaction with City Manager</b></p> <ul style="list-style-type: none"> <li>• Spirit of cooperation without compromising objectivity</li> <li>• Integration of strategic planning initiatives</li> <li>• Responsiveness and timeliness in responding to requests</li> <li>• Maintenance of good working relationships while serving as an effective member of the management team</li> </ul>
<p>COMMENTS:</p> <p>I have held weekly one-on-one meetings with Manager Fletcher since my first week on the job, along with many other project-specific meetings during my first six months. Manager Fletcher and I both attend all commissioner agenda briefing meetings and commission meetings, helping guide the Commission through both business and legal related issues. We have also worked together on several ongoing development and infrastructure projects that will benefit the City. I value our working relationship.</p>

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

<p><b>4. Problem Solving/Decision Making</b></p> <ul style="list-style-type: none"> <li>• Level of analysis and identification of alternatives</li> <li>• Degree of timeliness and appropriateness of decisions</li> <li>• Proactive and professional acceptance of responsibility for decisions</li> </ul>
<p>COMMENTS:</p> <p>I pride myself on my ability to identify problems and offer solutions. I have spent considerable time reviewing the City’s code and processes, and have proactively offered staff advice and suggestions in critical areas where there is legal exposure. This advice should manifest itself into written code and policy in the coming months. As City Attorney, I am ultimately and solely responsible for the results of these decisions.</p>

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

<p><b>5. Relationship with City Commission</b></p> <ul style="list-style-type: none"> <li>• Prompt and proper response to requests</li> <li>• Timely and informative updates on current issues</li> <li>• Review agenda items to ensure legal compliance</li> <li>• Completing directives of the City Commission as a whole as opposed to those of any one member or minority</li> <li>• Willingness to meet with Commissioners to deal with individual problems and issues</li> </ul>
<p>COMMENTS:</p> <p>I respond to Commissioner inquiries on the day of receipt and have completed Commission directives—such as drafting an ordinance related to Commission salaries—in a timely matter. I have scheduled one-on-one meetings with each Commissioner that wishes to have one as much as that Commissioner wishes to meet, and always make myself available by phone. I only take direction from the Commission as a body politic as required by the City Charter.</p>

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

<p><b>6. Communications</b></p> <ul style="list-style-type: none"> <li>• Effectiveness of verbal and written communications with the City Commission, staff, and the community</li> <li>• Timely, forthright, open, and concise communication (avoids jargon)</li> <li>• Represents the City in a professional, articulate manner when attending/presenting at community events, neighborhood meetings or social gatherings</li> </ul>
<p>COMMENTS:</p> <p>I have opined on several charter, legal, and personnel issues during Commission meetings. My goal each time I speak is to simplify the legal issues so the Commission can achieve a just result.</p> <p>I have opened the City Attorney’s Office to more frequent communication with City staff. I spent my first few months meeting individually with each department director. I have also scheduled recurring meetings with multiple departments and divisions, including the Development Review Services Department, the HR Department, and the Communications Division. During these meetings I, along with at least one assistant attorney, meet the department directors or division managers to discuss high-level issues.</p> <p>I conduct myself as an official representative of the City at all times, including when attending community events and social gatherings. This includes appearances at the Convocation of Governments Joint meeting, the groundbreaking for FS 81, and the 2026 State of the City Address.</p>

- 5-Exceptional  
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 N/A-Not Applicable

<p><b>7. Management of the City Attorney’s Office</b></p> <ul style="list-style-type: none"> <li>• Planning and organization of work that carries out policies adopted by the City Commission</li> <li>• Planning and organization of responses to public inquiries, complaints, and concerns raised by the City Commission</li> </ul>
<p>COMMENTS:</p> <p>I work with an outstanding team of attorneys and support staff that deliver stellar legal work for the City. My job is to increase their efficiency and their learning capacity. To that end, I have implemented internal processes within the City Attorney’s Office which should increase the effectiveness of the policies adopted by the Commission and which respond to concerns raised by the Commission. This includes: 1) a new case intake process which more fully reviews legal requests at the onset before assignment to an attorney; 2) hiring a replacement paralegal whose focusing on this new intake process; 3) monthly office meetings to review the past month’s results and incorporate new ideas going forward; 4) reclassification of an existing open attorney position to a more senior position which should attract more experienced applicants who can mentor younger attorneys in the office, while creating a career development path for the existing attorneys; and 5) placement of attorneys with individual departments which meet the attorney’s skills and professional desires.</p>

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

**Self-evaluation**  
**Michael Fuino 2026**

**OVERALL RATING**

Score= 4.43

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

(CITY COMMISSIONER'S COMMENT)

(EMPLOYEE'S COMMENT)

I thoroughly enjoyed my first six months at the City. The City Attorney job is both fascinating and challenging. Thank you for placing your trust in me as City Attorney.

**CITY ATTORNEY SIGNATURE / DATE:**

(INSERT SIGNATURE) <i>Michael Fuino</i>	(INSERT DATE) <i>3/10/2026</i>
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**CITY COMMISSIONER SIGNATURE / DATE:**

(INSERT SIGNATURE)	(INSERT DATE)
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