



**LANGDON - 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.

<b>1. Technical Competency</b>
<ul style="list-style-type: none"> <li>Scope of legal expertise necessary to meet the City’s needs on issues that arise</li> <li>Proactive identification of potential issues upon becoming aware of them</li> <li>Accuracy and technical correctness of legal advice</li> <li>Efficient and effective knowledge of City codes, regulations, Florida Statutes, and case law regarding municipal government</li> </ul>
<p><b>COMMENTS:</b>                  CA Fuino has been on a steep learning curve these past 6 months, learning North Port’s charter, codes, and land development regulations. This is also the first time he has been in the City Attorney seat and managing a team of legal professionals. Despite that curve, Mr. Fuino has jumped in and has provided the Commission with sound legal advice from day one. The feedback from his team regarding his leadership ability has been very positive.</p> <p>One of the skills I found most compelling in Mr. Fuino was his extensive litigation experience. That experience has already benefited our contract negotiations and work product. In addition, he is board certified in local government law since 2021, only 300 of Florida's 117,000 attorneys hold this distinction.</p>

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

<b>2. Legal Representation</b>
<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 his first six months as City Attorney, 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. This work is particularly crucial as these activity centers will enable the commercial/industrial development within the city, providing good-paying jobs for our residents and reducing the number of workers who have long commutes, reducing congestion on our major thoroughfares.</p>

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

<b>3. Interaction with City Manager</b>
<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>The City Attorney is not only responsible for providing the Commission with legal guidance but is also responsible to his fellow charter officers and departmental staff. City Manager Fletcher has often mentioned to me how available and responsive Mr. Fuino is to staff requests. He typically asks, “How can I help you.” This level of responsiveness has accelerated his acceptance as a valuable member of the team. Mr. Fuino has held weekly one-on-one meetings with Manager Fletcher since his arrival in North Port, along with many other project-specific meetings during his first six months. Both City Manager Fletcher and Mr. Fuino attend all my agenda briefings and attend commission meetings, helping to guide us through both business and legal related issues.</p>

## Michael Fuino Evaluation 2026

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

<b>4. Problem Solving/Decision Making</b>
<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>Mr. Fuino is highly effective, identifying problems and offering solutions. He has been very proactive, offering staff advice 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, he is ultimately and solely responsible for the results of these decisions.</p> <p>The city's inability to secure bonds as a funding method for infrastructure improvements has been a major issue for decades. I have been particularly impressed with the work he has done evaluating what borrowing instruments might be available to the city for funding essential infrastructure projects and his work on creating an ordinance that will enable the city to establish a special district in the eastern portion of the city to facilitate infrastructure improvements and commercial development. I am looking forward to implementing the results of this work over the next several months.</p>

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

<b>5. Relationship with City Commission</b>
<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>Mr. Fuino and I meet regularly to discuss legal challenges facing the city and I get valuable updates on major city projects which require his expertise. I have found Mr. Fuino to be responsive to all my inquiries. He did a very good job completing an ordinance related to Commission salaries in a timely matter. I have found him to be "up to speed" on all of the topics I bring to our meetings.</p>

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

<b>6. Communications</b>
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<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><b>COMMENTS:</b></p> <p>Since joining the city, Mr. Fuino has really started “hitting his stride” in his ability to articulate his legal opinion on charter, legal, and personnel issues during Commission meetings. He does a very good job explaining legal issues in laypersons’ language so the Commission can achieve a positive, legally justified result.</p> <p>As described earlier in this review, Mr. Fuino has done an outstanding job opening the City Attorney’s Office to more frequent communication with City staff. He spent his first few months meeting individually with each department director. He has also scheduled recurring meetings with multiple departments and divisions, including Development, the HR Department, and the Communications Division. I have learned that he typically brings at least one assistant attorney with him, to discuss high-level issues with department directors or division managers. This has the added benefit of increasing the value of our legal team by improving their knowledge of city operations and helping them establish relationships at the departmental level..</p>

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<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><b>COMMENTS:</b></p> <p>One of the many things that impressed me about Mr. Fuino during the interview process was his commitment to helping every member of his team be the best professional they could be, and enabling them to pursue work that interested them and helped them develop in areas that they are passionate about. He is also committed to increasing the efficiency and learning capacity of the entire office and improving response times to staff and commission requests. To that end, he has implemented or is implementing:</p> <ul style="list-style-type: none"> <li>• a new case intake process which more fully reviews legal requests at the onset before assignment to an attorney</li> <li>• hiring a replacement paralegal whose focusing on this new intake process</li> <li>• monthly office meetings to review the past month’s results and incorporate new ideas going forward</li> <li>• 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</li> <li>• creating a career development path for the existing attorneys</li> <li>• placement of attorneys with individual departments which meet the attorney’s skill development and professional desires.</li> </ul>

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I also applaud him for securing AI-powered, legal-specific technology that is integrated into their existing tools which allows the CAO to automate and quickly summarize, review, and draft legal documents.

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

**OVERALL RATING**

Score

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

**(CITY COMMISSIONER’S COMMENT)**

Mr. Fuino has done an excellent job during his first 6 months getting up to speed on city charter, ordinances, and codes; building relationships with commission, city manager and city staff; developing and building his team; and implementing efficiencies that will improve the responsiveness of his team to city staff and commission needs.

Of particular interest to me is his work on evaluating borrowing methods relative to our charter and his work on helping to create/implement a special district out east. As his contributions bear positive results for our city, I certainly can see my overall rating moving from “highly effective” to “exceptional” for his 1-year review.

**(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)
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