

CITY ATTORNEY PERFORMANCE REVIEW RATING SHEET

Rate each item 1 (low) to 5 (high) based on your opinion of the City Attorney's performance. Mark N/A if you do not have enough information to rate.

I. LEGAL CONSULTATION

- A. Has legal advice provided by the City Attorney proven to be accurate and technically, correct?
1.Yes. 2. Yes 3. Yes.
- B. Does the City Attorney possess and provide an efficient and effective knowledge of the City's Municipal Code and regulations?
1.Yes. 2. Yes 3. Yes.
- C. Does the City Attorney proactively identify potential issues when he is aware of them to avoid problems from occurring?
1.Yes. 2. Yes 3. Yes.

II. LEGAL REPRESENTATION

- A. Does the City Attorney aggressively represent the interests of the City as directed by the City Council?
1. Yes 2. Yes, represents, not sure aggressively but no specific issue 3. Not aggressively but does represent well.

III. STAFF WORK

- A. Does the City Attorney prepare ordinances, resolutions, contracts and other legal work accurately and consistently with the direction and objectives communicated by the City Council, City Clerk and/or department directors?
1. Yes 2. Yes 3. yes
- B. Are staff and City Council advised of key changes in municipal law as it pertains to the City's activities?
1. n/a not aware of any 2. Yes 3. Yes
- C. Has the City Attorney been successful in accomplishing objectives previously established?
1.Yes. 2. Yes 3. Timeline/Timeliness an issue with written type document needs.

IV. COST/FISCAL ACCOUNTABILITY AND CONTROL

- A. Are regular legal activities achieved within budgetary goals and limits?
1. Have appreciated the pro bono work for the city. 2. We don't see actual bills, something I'd like to see in the future. 3.Tom is so generous we pay very little for his services. He represents the city well. He seems to have a heart for Vergas.

- B. Do invoices accurately identify tasks and expenses in sufficient detail to provide accountability and cost control?

1. We don't see. 2. N/A 3. N/A

V. RESPONSIVENESS/TIMELINESS OF ACTIONS

- A. Are requested legal work and assignments completed in a timely manner within established time frames?

1. ? E Lake St R/W @. Timeliness can be an issue 3. Timeliness lags but for the price and need. I think he's wonderful.

- B. Is the City Attorney accessible when needed to respond to requests for legal information and assistance?

1. For the most part. He lets any council member meet with him at 'no' cost. Unbelievable. 2.

Generally responses to questions. Information needs will take longer. Feel insured giving accurate information. 3. Yes, but he's mostly contacted by staff.

VI. COMMUNICATIONS

- A. Does the City Attorney communicate effectively with the City Council, staff and the community?

1. For the most part. He lets any council member meet with him at 'no' cost. Unbelievable 2. Yes 3. Yes.

- B. Are answers provided in a timely and in an understandable manner?

1. Yes, generally. 2. Yes...not always timely but very understandable. 3. Yes.

- C. Are timelines for follow-up to requests clearly communicated?

1. Could improve 2. Not Consistently 3. No.

Comments and recommendations

1. Suggest keeping Tom for the long haul. He cares about Vergas – not the paycheck.

2. Have appreciated Mr. Winters presence at council and speaking up as needed with guidance. Feel Mr. Winters has a genuine interest in Vergas and Council.

3. Better communication on everyone's behalf. Lots of players involved (Attorney, staff, Council) hard to keep everyone on the same page.

Future Goals, Objectives and Areas for Improvement

1. Set better goals/expectations. Improve communication at all levels.

2. Timeliness for work completion \, i.e. Lake St.

3. 3. No response.
