

### City Attorney Performance Evaluation

Date: \_\_\_\_\_

#### RATING SCALE DEFINITIONS (1-5)

- Unsatisfactory (1) -** The employee's work performance is inadequate and definitely inferior to the standards of performance required for the job. Performance at this level cannot be allowed to continue.
- Improvement (2) Needed** The employee's work performance does not consistently meet the standards of the position. Serious effort is needed to improve performance.
- Meets Job (3) Standard** The employee's work performance consistently meets the standards of the position.
- Exceeds Job (4) Standard** The employee's work performance is frequently or consistently above the level of a satisfactory employee.
- Outstanding (5)** The employee's work performance is consistently excellent when compared to the standards of the job.
- Not evaluated (NE)** The employee's work performance was not observed during this evaluation period.

#### I. Performance Evaluation and Achievements

<u>1. City Commission/ Boards Relationships</u>	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Provides sound legal advice to the City Commission, Boards, Commissions and City staff.	—	—	—	—	—	<u>5</u>
B. Reporting to the City Commission, Boards, and City staff is timely, clear, concise and thorough.	—	—	—	—	—	<u>5</u>
C. Accepts direction/instructions in a positive manner.	—	—	—	—	—	<u>5</u>
D. Keeps the City Commission, Boards, and City staff informed of issues relevant to the requirements of the position.	—	—	—	—	—	<u>5</u>
E. Dedicates the time necessary to the responsibilities of the position and is readily available to Commissioners.	—	—	—	—	—	<u>5</u>

Comments: Mr. Ramsingh is available anytime of the day or night. He responds to all communications, and is understanding of his role in supporting the Commission to achieve the will of the people of our community.

<b>2. <u>Legal Research and Review</u></b>	<b><u>NE</u></b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
A. Effectively identifies legal issues and performs research and investigations.	—	—	—	—	—	<u>5</u>
B. Effectively reviews and interprets legal instruments, reports and documents prepared by departments.	—	—	—	—	—	<u>5</u>

Comments: \_\_\_\_\_  
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<b>3. <u>Employee/Public Relations</u></b>	<b><u>NE</u></b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
A. Works well with other employees.	—	—	—	—	—	<u>5</u>
B. Meeting and handling the public while recognizing ethical obligation to the City.	—	—	—	—	—	<u>5</u>

Comments: Mr. Ramsingh was extremely effective in major negotiations this year including Hawk Missile site with the County, PBA Negotiations and most recently the Keys Energy Park N Ride Contract Negotiations.

<b>4. <u>Communication</u></b>	<b><u>NE</u></b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
A. Oral communication is clear, concise and articulate.	—	—	—	—	—	<u>5</u>
B. Written communications (e.g.) contracts, resolutions, and other legal documents are clear, concise and accurate.	—	—	—	—	—	<u>5</u>

Comments: \_\_\_\_\_  
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5. <u>Quantity/Quality</u>	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Amount of work performed.	—	—	—	—	—	<u>5</u>
B. Completion of work on time.	—	—	—	—	—	<u>5</u>
C. Accuracy.	—	—	—	—	—	<u>5</u>
D. Thoroughness.	—	—	—	—	—	<u>5</u>

Comments: Even when the legal department struggled with having quality applicants for open positions, the production of the department was never lacking. Mr. Ramsingh worked extra hours to cover any gaps in staff so that the department delivered a quality product.

6. <u>Personal Traits</u>	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Initiative.	—	—	—	—	—	<u>5</u>
B. Judgement.	—	—	—	—	—	<u>5</u>
C. Fairness and Impartiality.	—	—	—	—	—	<u>5</u>
D. Analytical Ability.	—	—	—	—	—	<u>5</u>

Comments: \_\_\_\_\_  
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7. <u>Litigation/Administrative Proceedings</u>	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Provides timely and effective representation of the City's interest in litigation.	—	—	—	—	—	<u>5</u>
B. Controls and monitors costs and performance of retained outside legal counsel.	—	—	—	—	<u>4</u>	—

Comments: While Mr. Ramsingh monitors costs ; performance

of retained outside counsel, some improvement in staffing, to reduce the need for outside counsel would be beneficial.

**II. Summary Rating**

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided (circle one):

Unsatisfactory    Improvement Needed    Meets Job Standards    Exceeds Job Standards    Outstanding

Comments: Mr. Ramsingh has done an outstanding job in his first year as City Attorney.

**III. Future Goals and Objectives**

Specific goals and objectives to be achieved in the next evaluation period: Fully staff the legal department. Further develop staff to ensure a strong succession plan.

Combined Score of All Commission Members

[Signature] 3/3/24.  
RONALD J. RAMSINGH, CITY ATTORNEY

ATTEST:

[Signature]  
KERI O'BRIEN, CITY CLERK

[Signature]  
Lissette Cuervo Carey

Date: 3/3/24