

City Attorney Performance Evaluation

COMMISSIONER HOOVER

Date: 3/26/25

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 Relationship</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.	---	---	---	---	---	✓
B. Reporting to the City Commission, Boards, and City staff is timely, clear, concise and thorough.	---	---	---	---	---	✓
C. Accepts direction/instructions in a positive manner.	---	---	---	---	---	✓
D. Keeps the City Commission, Boards, and City staff informed of issues relevant to the requirements of the position.	---	---	---	---	---	✓
E. Dedicates the time necessary to the responsibilities of the position and is readily available to Commissioners.	---	---	---	---	---	✓

AV 5.0
KO

Comments: Ron has done an excellent job of dealing with and covering our boards. He provides ethics training for staff or makes sure we sign up for required ethics classes.

2. Legal Research and Review	NE	1	2	3	4	5
A. Effectively identifies legal issues and performs research and investigations.	---	---	---	---	---	✓
B. Effectively reviews and interprets legal instruments, reports and documents prepared by departments.	---	---	---	---	---	✓

Comments: This has turned out to be a real strong point of Ron's. He effectively manages his group to get the information to our commission.

AV 5.0
(K)

3. Employee/Public Relations	NE	1	2	3	4	5
A. Works well with other employees.	---	---	---	---	---	✓
B. Meeting and handling the public while recognizing ethical obligation to the City.	---	---	---	---	---	✓

Comments:

AV 5.0
(K)

4. Communication	NE	1	2	3	4	5
A. Oral communication is clear, concise and articulate.	---	---	---	---	---	✓
B. Written communications (e.g.) contracts, resolutions, and other legal documents are clear, concise and accurate.	---	---	---	---	---	✓

Comments: This is a real strong point. He has helped me understand really difficult issues and has provided guidance of the law.

AV 5.0
(K)

5. Quantity/Quality

NE 1 2 3 4 5

A. Amount of work performed.

— — — — — ✓

B. Completion of work on time.

— — — — — ✓

C. Accuracy.

— — — — — ✓

D. Thoroughness.

— — — — — ✓

Comments:

Even though Ron has had to deal with shortages of personnel, particularly attorneys, he has picked up the slack by working longer & extra hours.

AV 5.0
KO

6. Personal Traits

NE 1 2 3 4 5

A. Initiative.

— — — — — ✓

B. Judgement.

— — — — — ✓

C. Fairness and Impartiality.

— — — — — ✓

D. Analytical Ability.

— — — — — ✓

Comments:

— —
—
—

AV 5.0
KO

7. Litigation/Administrative Proceedings

NE 1 2 3 4 5

A. Provides timely and effective representation of the City's interest in litigation.

— — — — — ✓

B. Controls and monitors costs and performance of retained outside legal counsel.

— — — — — ✓

Comments:

Ron has had a series of wins on cases which has been exceptional. He manages in house & outside counsel to get the positive outcomes.

AV 5.0
KO

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:

5.0
4.0

III. Future Goals and Objectives

Specific goals and objectives to be achieved in the next evaluation period:

I would like to see Ron take a more active role in our legislative agenda.

Combined Score of All Commission Members

[Signature]

RONALD J. RAMSINGH, CITY ATTORNEY

ATTEST:

[Signature]

KERI O'BRIEN, CITY CLERK

Mary Lou Hoover
Commissioner Mary Lou Hoover

Date: *3/26/25*