

Within the current 360-Degree Feedback Assessment, both the City Attorney and their relevant Stakeholders were asked to respond to a series of survey items regarding the City Attorneys performance, using a the rating options found below. Additionally, a 'Not Applicable' option was available for any item where a respondent did not feel able to provide a rating; these responses are excluded from the calculation of average scores.

As detailed in Exhibit 1, the Stakeholders Weighted Average Ratings for each survey item were determined as follows: the count of “Exceeds Expectations” ratings was multiplied by 3, “Meets Expectations” by 2, and “Does Not Meet Expectations” by 1. The total was then divided by the number of total ratings, to reach a final weighted average, and establish a 1-3 evaluation scale.

**All weighted averages in this report are presented and should be evaluated on a 1–3 scale. A score of 1 represents the lowest possible performance (does not meet expectations), and a score of 3 represents the highest possible performance (exceeds expectations). Scores in between provide a graduated view of performance levels as perceived by respondents.**

Ratings Less Than 1.66	Ratings Between 1.66 - 2.34	Ratings More Than 2.34
● Does Not Meet Expectations	● Meets Expectations	● Exceeds Expectations

Category	Subject	Question	Stakeholders Weighted Average Ratings		Self Evaluation (City Attorney Ratings) Ratings	
Legal and Financial Acumen	Stakeholder Satisfaction	Satisfies stakeholders with the quality of legal services provided	●	2.35	●	2.00
		Acts as an effective trusted advisor	●	2.27	●	2.00
	Compliance and Risk Management	Ensures city compliance with applicable laws	●	2.24	●	2.00
		Competent in risk mitigation and management	●	2.27	●	3.00
	Contract Review	Effective in managing contract review and negotiations	●	2.14	●	2.00
	Ordinance Interpretation	Proficient in interpreting and enforcing city ordinances	●	2.44	●	3.00
	Pro Bono Activities	Participates in and promotes pro bono activities	●	1.78	●	2.00
	Use of Outside Counsel	Uses outside counsel judiciously to support city legal needs	●	2.17	●	1.00
	Case Management	Efficient in managing and resolving cases involving the city	●	2.20	●	2.00
	Financial Management	Manages the legal department's budget and financial resources effectively	●	2.17	●	3.00
Leadership	Team Leadership	Provides leadership of the legal department and fosters a collaborative work environment	●	2.25	●	3.00
		Contributes to the development and mentorship of the legal department team	●	2.23	●	3.00
		Committed to continuous improvement within the legal department team	●	2.28	●	3.00
	Conflict Resolution	Proficient in resolving disputes among city departments and city council	●	2.26	●	2.00
	Adaptability and Change Management	Adapts to changes in laws or policies and leads the team effectively through transitions	●	2.70	●	3.00
	Employee Engagement and Retention	Motivates and retains talented legal department employees	●	2.08	●	3.00
	Decision-Making Skills	Makes informed and timely decisions regarding legal matters	●	2.25	●	2.00
	Problem-Solving Abilities	Skilled in identifying solutions to complex legal problems	●	2.39	●	3.00
	Community Engagement	Involved in community outreach and education initiatives	●	2.14	●	1.00

Professionalism	Integrity and Transparency	Demonstrates honesty, integrity, confidentiality, and adheres to legal/ethical standards	<div><div></div></div>	2.52	<div><div></div></div>	2.00
		Effective in providing legal counsel to both the mayor and city council	<div><div></div></div>	2.27	<div><div></div></div>	2.00
		Effective in managing conflicts of interest	<div><div></div></div>	2.39	<div><div></div></div>	2.00
	Conduct	Exhibits consistent professional conduct in all interactions	<div><div></div></div>	2.43	<div><div></div></div>	2.00
		Maintains professionalism, composure, and judgment under high stress or heavy workload	<div><div></div></div>	2.43	<div><div></div></div>	2.00
	Communication	Communicates effectively with direct reports, city officials, and stakeholders	<div><div></div></div>	2.20	<div><div></div></div>	3.00
		Responds to inquiries and requests from city officials and departments	<div><div></div></div>	2.32	<div><div></div></div>	1.00
		Proficient in written and verbal communications	<div><div></div></div>	2.29	<div><div></div></div>	3.00
Total Average Final Rating:			<div><div></div></div>	2.28	<div><div></div></div>	2.30