

EVALUATION OF PERFORMANCE:

FLAGLER COUNTY ATTORNEY

Scoring should be on a scale of 0 through 5, with 5 being the highest. Any inability to answer an item should be reflected with Not Applicable (N/A).

N/A Not applicable

0 Unsatisfactory

1 Needs significant improvement

2 Needs improvement

3 Satisfactory (average)

4 Successful

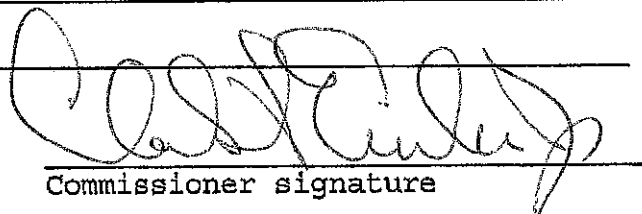
5 Highly successful (exceptional)

- 5 A. Understands the position and job duties of County Attorney.
- 5 B. Projects a professional image as County Attorney.
- 5 C. Exhibits fairness in addressing county government matters.
- 5 D. Possesses a positive and progressive attitude/outlook regarding county matters and his job duties - not satisfied with the status quo or making change for changes sake.
- 5 E. Maintains a consistent management style.
- 5 F. Implements Board decisions and policy without prejudice by his/her own feelings.
- 5 G. Exhibits a willingness to perform job duties "above and beyond the call", hardworking, conscientious, devotion to job.
- 5 H. Provides appropriate information for Board decisions.
- 5 I. Provides significant contributions to assist the Board at its regular meetings.
- 5 J. Projects the proper image in the community for a County Attorney.
- 5 K. Communicates with Board members regarding appropriate county legal matters.
- 5 L. Ability to communicate orally and in written form in an easily understandable manner.

- 5 M. Ability to direct and lead the staff.
- 5 N. Provides stability for the staff to enable staff members to perform their job duties.
- 5 O. Ability to develop a positive staff filling vacant positions with high quality personnel.
- 5 P. Effectively works to address long-term goals for the county and does not deal just with day-to-day matters.
- 5 Q. Handles day-to-day/routine government matters in a timely manner.
- 5 R. Provides regulatory direction to county government, e.g., provides Administrative Code items for Board consideration.
- 5 S. Implements functional modifications toward improving government operations.

5 T. List any particular strengths that you so desire: <sup>even</sup>  
SUPER ABILITY TO GET THE JOB DONE <sup>even</sup> HOW  
SHORT-STAFFED.  
OUT IN FRONT OF THE ISSUES PRESENT  
① HAND- ST VACATION RENTALS / SOME ISSUES

- \_\_\_\_ V. List any areas that you believe warrant attention by the Attorney over the upcoming twelve month period:
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_



Commissioner signature

CHARLES F. ERICKSON JR  
Printed name

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- 5<sup>+</sup> T. List any particular strengths that you so desire:

Keep up the good work.  
as always you have our backs through  
good and trying times Thank you

- V. List any areas that you believe warrant attention by the Attorney over the upcoming twelve month period:

Complete existing/on going Projects  
or legal items

George E. Hanns  
Commissioner signature

George HANNS  
Printed name

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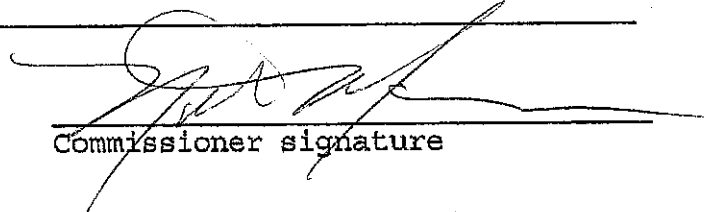
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     T. List any particular strengths that you so desire:

*MR. Hadleed is desirably thorough in his briefings and explanations*

     V. List any areas that you believe warrant attention by the Attorney over the upcoming twelve month period:

*I would like to see another full time attorney in house.*

  
Commissioner signature

*NATE MCLAUGHLIN*  
Printed name

*Feb 5, 2015*

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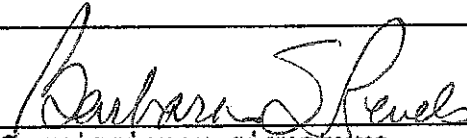
     T. List any particular strengths that you so desire:

*Al Hadeed's Knowledge & outreach across the state is well recognized - as being one of the Top Local Government Attorneys.*

*Conversely this keeps him busy - such that timeliness on day to day items can lag.*

     V. List any areas that you believe warrant attention by the Attorney over the upcoming twelve month period:

*Still desire a civil registry ordinance.*

  
Commissioner signature

BARBARA S. Revels  
Printed name



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L All Lawyers need improvement here.

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\_\_\_ T. List any particular strengths that you so desire:

Considering the work load, Al does a  
great job addressing our issues and  
provides strong guidance on our  
issues needing state/legislative change.

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Be careful with a perception that  
needs ~~on~~ or concerns of the coastal  
barrier leaves a belief that the  
direction of the commission comes first.

RL Meeker  
Commissioner signature

Frank J. Meeker  
Printed name