



COUNTY ATTORNEY EVALUATION

INSTRUCTIONS: The evaluation form should be completed based upon the personal knowledge of the person completing the evaluation taking into consideration performance over the entire rating period. **It is not necessary to respond to all evaluation criteria.** The criteria can be left blank. Note that there is room to provide comments. The evaluation criteria are not ranked in any particular order of importance and are not weighted.

Choose the rating that best reflects your perception of the County Attorney's performance over the last year.

Legal Consultation	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	Outstanding Performance
Legal advice proven to be reliable, accurate and technically correct	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides best and honest recommendations on legal issues given the existing circumstance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Possesses efficient and effective knowledge of government Regulations and case law for issues facing the County	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proactively identifies potential issues to avoid problems or to enhance the County's position	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has the confidence of the Board when informing on different legal risks and proposed actions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Functions effectively and contributes as a general counsel to a complex and varied service organization	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments on Legal Consultation:
 Mr. Hadeed and staff have given prudent guidance on issues during my current tenure. His course of action may not be the most expedient, but he pursues a careful, well thought-out course of action. His experience in vacation rental and beach issues is exceedingly valuable.

Legal Advocacy

	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	Outstanding Performance
Effective and ethical advocate in court room and before administrative bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Timely and effective advocate on legislative issues when directed by Board or Administration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counsels Board and Administration effectively during pendency of contested cases and other legal controversies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exhibits ability to negotiate and mediate successful resolutions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments on Legal Advocacy:

Mr. Hadeed is highly effective on home rule and beach issues. He has given expert testimony in Tallahassee on vacation rental laws. His guidance on these specific issues had been a benefit to the commission and residents.

Communication

	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	Outstanding Performance
Communicates clearly, ethically and persuasively in writing and verbally	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attorney maintains confidentiality with regard to all matters discussed with members of the Board and Administration except as subject to the Sunshine and public records laws	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal reviews and requests for information are completed in a timely manner to avoid delays to County projects, programs and other tasks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attorney is accessible when needed to respond to request for legal information and assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Projects a professional and competent image to other officials and agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Coordinates effectively with other local government attorneys when appropriate and when needed	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Communicates effectively with County's insurers relative to covered claims and loss payables	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments on Communication:

Mr. Hadeed is available at anytime when needed. He is highly respected among other local attorneys. His relationship with and bringing in Flagler Beach attorney Scott Spradley for dune easement assistance is a fine example of effectively bringing in outside assistance when needed.

Staff Work

	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	Outstanding Performance
Attorney prepares ordinances, resolutions, contracts and other legal work accurately and consistently	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attorney maintains a good working relationship and serves as an effective member of the management team	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attorney accurately identifies and addresses all legal issues within documents and items reviewed	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attorney has been successful in accomplishing objectives previously established	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments on Staff Work:

Mr Hadeed has built an effective team, as Mr. Moylan continues to grow within the organization, gaining valuable experience as Assistant to Mr. Hadeed.

Finances

	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations	Outstanding Performance
Manages the attorney's budget and expenditures of County funds for effective representation of the organization	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal costs have been effectively managed and controlled given the case load and work demands	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands the financial impacts to the organization of decisions made by the Board, Administration and by the legal office	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Implements principle of minimizing organization's liability and maximizing its financial advantage	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments on Finances:

Overall Comments

Any overall comments based upon review and evaluation of all evaluation factors.

I value Mr. Hadeed's counsel on issues that come before the commission. Mr. Hadeed and his staff are always available when needed. I appreciate the rapport and legal guidance on land use issues with Mr. Moylan.

County Attorney's Comments

Comments by County Attorney. My performance has been discussed with me as described in this appraisal.

Evaluation Completed By: Andrew S. Dance

Date: 06/14/2023