



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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Provides best and honest recommendations on legal issues given the existing circumstance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Proactively identifies potential issues to avoid problems or to enhance the County's position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Has the confidence of the Board when informing on different legal risks and proposed actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Functions effectively and contributes as a general counsel to a complex and varied service organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments on Legal Consultation: *I RELY HEAVILY ON MR HADEEDS ADVICE AND RECOMMENDATIONS. HE HAS PROVEN TO BE EXACTLY CORRECT IN ALL MY DEALINGS WITH HIM!*

MBA

Legal Advocacy

Does Not
Meet
Expectations

Meets
Expectations

Exceeds
Expectations

Outstanding
Performance

Effective and ethical advocate in court room and before administrative bodies

Timely and effective advocate on legislative issues when directed by Board or Administration

Counsels Board and Administration effectively during pendency of contested cases and other legal controversies

Exhibits ability to negotiate and mediate successful resolutions

Comments on Legal Advocacy: HIS ABILITIES TO PROVIDE SOUND ADVICE INVOLVING VERY SENSITIVE ISSUES IS UNPARALLELED. HIS NEGOTIATING SKILLS ARE EXEMPLARY, AS DEMONSTRATED IN RECENT ISSUES INVOLVING BEACH FRASERMENTS.

Staff Work

Does Not Meet Expectations

Meets Expectations

Exceeds Expectations

Outstanding Performance

Attorney prepares ordinances, resolutions, contracts and other legal work accurately and consistently

Attorney maintains a good working relationship and serves as an effective member of the management team

Attorney accurately identifies and addresses all legal issues within documents and items reviewed

Attorney has been successful in accomplishing objectives previously established

Comments on Staff Work:

MR. HADEED'S DRAFTING OF THE MANY LEGAL DOCUMENTS WE HAVE TO DEAL WITH IS OUTSTANDING. HE MAKES MY JOB MUCH EASIER BY HIS CLEAR, AND UNDERSTANDABLE WRITING,

Communication

Does Not Meet Expectations

Meets Expectations

Exceeds Expectations

Outstanding Performance

Communicates clearly, ethically and persuasively in writing and verbally

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

Legal reviews and requests for information are completed in a timely manner to avoid delays to County projects, programs and other tasks

Attorney is accessible when needed to respond to request for legal information and assistance

Projects a professional and competent image to other officials and agencies

Coordinates effectively with other local government attorneys when appropriate and when needed

Communicates effectively with County's insurers relative to covered claims and loss payables

Comments on Communication: MR HAQBEQ'S ABILITY TO KEEP THE BOCC, AND ME PERSONALLY, IS BEYOND OUTSTANDING. HE HAS NEVER FAILED TO MAKE SURE I WAS INFORMED ON THE MANY ISSUES WE HAVE FACED.

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

Legal costs have been effectively managed and controlled given the case load and work demands

Understands the financial impacts to the organization of decisions made by the Board, Administration and by the legal office

Implements principle of minimizing organization's liability and maximizing its financial advantage

Comments on Finances: MR. HADEED HAS PERFORMED ALL HIS DUTIES AND MANAGEMENT OF HIS STAFF IN AN OUTSTANDING MANNER WITHOUT A RIPPLE IN HIS EXECUTION OF HIS BUDGET. HE HAS, WITHOUT FAIL, KEPT THE COUNTY ON THE CORRECT SIDE OF ALL LEGAL ASPECTS UNDER HIS PERVIEW.

Overall Comments

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

WE HAVE ACHIEVED GREAT RESULTS AS A COUNTY COMMISSIO, NONE OF THESE SUCCESSES COULD HAVE OCCURRED WITHOUT THE SAGE COUNSEL of MR HADEED!

County Attorney's Comments

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

Evaluation Completed By:

Gregory J. Hansen
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Date:

2/13/2023