



JAN 2023

COUNTY ATTORNEY EVALUATION

AL HADEED

INSTRUCTIONS:

The evaluation form should be completed based upon the received materials and 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** and a choice is provided to indicate the election not to respond to any particular evaluation criteria. 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.

Evaluation Area	Not Applicable	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations
Legal Consultation:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> • Legal advice proven to be accurate and technically correct • Provides his best and honest recommendations on all legal issues • Possess efficient and effective knowledge of government regulations and case law for issues facing the County • Attorney proactively identifies potential issues to avoid problems • Attorney has the confidence of the Board when informing on different legal risks and proposed actions 				
<p>Comments on Legal Consultation: MR HADEED EXCEEDS EACH CATEGORY ABOVE WHEN IT COMES TO CONCERNING LEGAL CONSULTATION AND KEEPING ME INFORMED ON ALL SUCH MATTERS.</p>				

Evaluation Area	Not Applicable	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations
Communications:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> • Demonstrates an understanding and appreciation for the provisions of Florida law regarding open meetings and maintenance of public records • Acts effectively in keeping the public informed of agency goals, objectives, and services and actively seeks public input for decision-making • Communicates clearly and persuasively in writing and verbally, both within and outside the agency • Attorney maintains confidentiality with regard to all matters discussed with members of the Board • Legal reviews and requests for information completed in a timely manner 				
Comments on Communications: OUR COUNTY ATTORNEY GOES TO GREAT LENGTHS TO MAKE SURE THE BOCC, CITY COUNCIL'S AND THE PUBLIC ARE FULLY INFORMED ON ALL LEGAL MATTERS WHILE INSURING CONFIDENTIALITY WHEN NECESSARY				

Evaluation Area	Not Applicable	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations
Staff Work:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> • 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: AL HADEED HAS, FOR A LONG TIME, WORKED TIMELESSLY TO MAKE SURE EACH OF THE ITEMS MENTIONED ABOVE. HE NEVER STOPS MAKING SURE ALL THE PROCESSES ARE CARRIED OUT IN A PROFESSIONAL AND COMPLETE FINISHED WORK WAY.				

Evaluation Area	Not Applicable	Does Not Meet Expectations	Meets Expectations	Exceeds Expectations
Finances:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

- Effectively manages the attorney's budget and expenditures of County funds
- Understands finances, institutes sound accounting procedures that ensures fiscal confidence, integrity and a reasonable balance among the competing interests of compensation, capital expenditures, and reserves
- Develops a realistic budget
- Legal costs have been effectively managed and controlled

Comments on Finances:

ORGANIZATIONAL, BEHAVIORAL AND PROFESSIONAL SKILLS: Rate performance by making a check for each category.

Skill Area	Unsatisfactory	Fair	Good	Very Good	Outstanding
Knowledge of Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Intergovernmental Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Public Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interpersonal Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Adaptability / Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Written Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Verbal Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Planning & Organizing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Problem Solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Decision Making & Judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
OVERALL RATING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments by Rater

Please include (a) rationale for your overall evaluation, (b) key strengths of the employee (things that the Attorney should keep doing), and (c) any ways in which the employee needs to improve (things that the Attorney should change). Add extra sheets if necessary.

AL HADEED IS AND HAS BEEN A SUPER VALUABLE ASSET TO THIS COUNTY.
 HIS IMPORTANCE IN CARRYING OUT FLAGLER COUNTY'S OVERALL GOVERNANCE IS CRITICAL TO ACCOMPLISH THIS GOAL.

County Attorney's Comments

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

(Comments)

Evaluation Completed By:

David C. Sullivan

Date: 01/23/2023