

View results

Respondent

3 Anonymous

1. Legal Competence & Advice *

Provides accurate, timely, and practical legal guidance.
Demonstrates thorough knowledge of municipal, state, and federal law.
Anticipates legal risks and offers sound preventive counsel.

Unsatisfactory  Exceptional

2. Comments on Legal Competence & Advice

I haven't had dealings with legal, with being so new on the council, from what I've seen from meetings i've attended they seem to know what they are doing

3. Ethics & Professional Conduct *

Acts with integrity, impartiality, and professionalism.
Maintains confidentiality and avoids conflicts of interest.
Upholds the City's legal and ethical standards.

Unsatisfactory  Exceptional

4. Comments on Ethics & Professional Conduct

from I've observed at past council meetings

5. Policy & Legislative Support *

Drafts and reviews ordinances, resolutions, contracts, and agreements.
Interprets laws and policies to ensure compliance and clarity.
Provides constructive input during policy formulation.

Unsatisfactory  Exceptional

6. Comments on Policy & Legislative Support

Again from what I've Observed at past meetings, they seem to be very professional

7. Council & Staff Relations *

Communicates clearly and respectfully with Council and staff.
Explains legal issues in understandable terms.
Builds trust through consistency and responsiveness.

Unsatisfactory  Exceptional

8. Comments on Council & Staff Relations

I've witnessed Holly doing all these things in past council meetings, I believe she knows what shes doing and conveys it well

9. Litigation & Risk Management *

Represents the City effectively in legal matters.
Mitigates potential liability and manages claims efficiently.
Provides strategic recommendations on settlements and disputes.

Unsatisfactory      Exceptional

10. Comments on Litigation & Risk Management

I have no opinion on this question

11. Intergovernmental & External Counsel Coordination *

Works cooperatively with outside counsel, agencies, and opposing parties.
Represents the City's interests in regional or state legal contexts.
Ensures consistent legal messaging and documentation.

Unsatisfactory      Exceptional

12. Comments on Intergovernmental & External Counsel Coordination

no opinion on this question

13. Responsiveness & Communication *

Provides prompt responses to Council and staff requests.
Delivers clear, concise, and actionable information.
Keeps Council informed of emerging legal issues.

Unsatisfactory      Exceptional

14. Comments on Responsiveness & Communication

from what I have witnessed at past council meetings, Legal appears to be working in the right direction

15. Strategic Counsel & Problem Solving *

Identifies emerging legal challenges and solutions.
Contributes to long-term strategic planning and governance stability.
Balances legal risk with practical implementation.

Unsatisfactory      Exceptional

16. Comments on Strategic Counsel & Problem Solving

With only being on the council a short time, I have no comment on this question

17. Overall Performance *

Provide an overall average rating for the City Attorney's performance.

- Exceptional
- Exceeds Expectations
- Meets Expectations
- Needs Improvement
- Unsatisfactory

18. Overall Comments

19. Key Achievements This Year

List key achievements accomplished by the City Attorney this year.

20. Areas for Improvement or Focus

Identify areas for improvement or focus.

21. Suggested Goals for Next Year

Suggest goals for the City Attorney for the next year.

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5

Anonymous

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Unsatisfactory  Exceptional

2. Comments on Legal Competence & Advice

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Unsatisfactory  Exceptional

4. Comments on Ethics & Professional Conduct

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Unsatisfactory  Exceptional

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Unsatisfactory  Exceptional

12. Comments on Intergovernmental & External Counsel Coordination

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16. Comments on Strategic Counsel & Problem Solving

17. Overall Performance *

Provide an overall average rating for the City Attorney's performance.

- Exceptional
- Exceeds Expectations
- Meets Expectations
- Needs Improvement
- Unsatisfactory

18. Overall Comments

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1

Anonymous

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Demonstrates thorough knowledge of municipal, state, and federal law.
Anticipates legal risks and offers sound preventive counsel.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

2. Comments on Legal Competence & Advice

3. Ethics & Professional Conduct *

Acts with integrity, impartiality, and professionalism.
Maintains confidentiality and avoids conflicts of interest.
Upholds the City's legal and ethical standards.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

4. Comments on Ethics & Professional Conduct

5. Policy & Legislative Support *

Drafts and reviews ordinances, resolutions, contracts, and agreements.
Interprets laws and policies to ensure compliance and clarity.
Provides constructive input during policy formulation.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

6. Comments on Policy & Legislative Support

7. Council & Staff Relations *

Communicates clearly and respectfully with Council and staff.
Explains legal issues in understandable terms.
Builds trust through consistency and responsiveness.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

8. Comments on Council & Staff Relations

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Represents the City effectively in legal matters.
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Unsatisfactory  Exceptional

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Balances legal risk with practical implementation.

Unsatisfactory  Exceptional

16. Comments on Strategic Counsel & Problem Solving

17. Overall Performance *

Provide an overall average rating for the City Attorney's performance.

- Exceptional
- Exceeds Expectations
- Meets Expectations
- Needs Improvement
- Unsatisfactory

18. Overall Comments

the city attorney has been communicative, and is very clear and concise in meetings. It is clear that information provided has legal weight and has been thoughtfully compiled. Advice given is trustworthy and succinct.

19. Key Achievements This Year

List key achievements accomplished by the City Attorney this year.

20. Areas for Improvement or Focus

Identify areas for improvement or focus.

21. Suggested Goals for Next Year

Suggest goals for the City Attorney for the next year.

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Anonymous

1. Legal Competence & Advice *

Provides accurate, timely, and practical legal guidance.
Demonstrates thorough knowledge of municipal, state, and federal law.
Anticipates legal risks and offers sound preventive counsel.

Unsatisfactory  Exceptional

2. Comments on Legal Competence & Advice

The City Attorney provides clear, timely, and accurate legal guidance, supporting informed decisions and protecting the city's interests.

3. Ethics & Professional Conduct *

Acts with integrity, impartiality, and professionalism.
Maintains confidentiality and avoids conflicts of interest.
Upholds the City's legal and ethical standards.

Unsatisfactory  Exceptional

4. Comments on Ethics & Professional Conduct

The City Attorney consistently demonstrates the highest level of professionalism and integrity. She upholds ethical standards in all interactions, maintains impartiality, and serves as a trusted advisor to the council and staff.

5. Policy & Legislative Support *

Drafts and reviews ordinances, resolutions, contracts, and agreements.
Interprets laws and policies to ensure compliance and clarity.
Provides constructive input during policy formulation.

Unsatisfactory  Exceptional

6. Comments on Policy & Legislative Support

The City Attorney provides thorough and practical guidance on policy and legislative matters, helping the council draft, review, and implement ordinances and resolutions that are clear, compliant, and aligned with the city's goals

7. Council & Staff Relations *

Communicates clearly and respectfully with Council and staff.
Explains legal issues in understandable terms.
Builds trust through consistency and responsiveness.

Unsatisfactory  Exceptional

8. Comments on Council & Staff Relations

The City Attorney fosters strong, professional relationships, providing clear guidance and supporting collaboration across the council and

9. Litigation & Risk Management *

Represents the City effectively in legal matters.
Mitigates potential liability and manages claims efficiently.
Provides strategic recommendations on settlements and disputes.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

10. Comments on Litigation & Risk Management

The City Attorney effectively manages legal risks and litigation, providing strategic guidance that protects the city's interests and minimizes potential liabilities.

11. Intergovernmental & External Counsel Coordination *

Works cooperatively with outside counsel, agencies, and opposing parties.
Represents the City's interests in regional or state legal contexts.
Ensures consistent legal messaging and documentation.

Unsatisfactory ★ ★ ★ ★ ☆ Exceptional

12. Comments on Intergovernmental & External Counsel Coordination

13. Responsiveness & Communication *

Provides prompt responses to Council and staff requests.
Delivers clear, concise, and actionable information.
Keeps Council informed of emerging legal issues.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

14. Comments on Responsiveness & Communication

15. Strategic Counsel & Problem Solving *

Identifies emerging legal challenges and solutions.
Contributes to long-term strategic planning and governance stability.
Balances legal risk with practical implementation.

Unsatisfactory ★ ★ ★ ★ ★ Exceptional

16. Comments on Strategic Counsel & Problem Solving

17. Overall Performance *

Provide an overall average rating for the City Attorney's performance.

- Exceptional
- Exceeds Expectations
- Meets Expectations
- Needs Improvement
- Unsatisfactory

18. Overall Comments

The City Attorney demonstrates strong legal expertise while maintaining excellent working relationships with both the City Manager and the council. She provides clear, timely, and practical guidance, fosters collaboration, and supports informed decision-making, contributing to the effective and smooth operation of city government

19. Key Achievements This Year

List key achievements accomplished by the City Attorney this year.

20. Areas for Improvement or Focus

Identify areas for improvement or focus.

21. Suggested Goals for Next Year

Suggest goals for the City Attorney for the next year.

Work closely with the City Manager to negotiate with the railroad and secure city ownership of key lands, ensuring all legal steps are properly managed and the city's interests are protected

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6 Anonymous

1. Legal Competence & Advice *

Provides accurate, timely, and practical legal guidance.
Demonstrates thorough knowledge of municipal, state, and federal law.
Anticipates legal risks and offers sound preventive counsel.

Unsatisfactory   Exceptional

2. Comments on Legal Competence & Advice

Last review I asked for legal counsel to offer advice or opinion with a more yes or no answer. Have seen great improvement in that area. 4 stars given instead of 5 due to timeliness. Understand that everything can't be done on our schedule and legal counsel has other obligations, but it does slow things down for council at times.

3. Ethics & Professional Conduct *

Acts with integrity, impartiality, and professionalism.
Maintains confidentiality and avoids conflicts of interest.
Upholds the City's legal and ethical standards.

Unsatisfactory   Exceptional

4. Comments on Ethics & Professional Conduct

There have been times when it seems like legal counsel is bending to the administrations opinions on issues, rather than offering totally independent responses.

5. Policy & Legislative Support *

Drafts and reviews ordinances, resolutions, contracts, and agreements.
Interprets laws and policies to ensure compliance and clarity.
Provides constructive input during policy formulation.

Unsatisfactory  Exceptional

6. Comments on Policy & Legislative Support

Advice has been very helpful when rewriting code.

7. Council & Staff Relations *

Communicates clearly and respectfully with Council and staff.
Explains legal issues in understandable terms.
Builds trust through consistency and responsiveness.

Unsatisfactory  Exceptional

8. Comments on Council & Staff Relations

All good here as well.

9. Litigation & Risk Management *

Represents the City effectively in legal matters.
Mitigates potential liability and manages claims efficiently.
Provides strategic recommendations on settlements and disputes.

Unsatisfactory       Exceptional

10. Comments on Litigation & Risk Management

That word timely popping up again.

11. Intergovernmental & External Counsel Coordination *

Works cooperatively with outside counsel, agencies, and opposing parties.
Represents the City's interests in regional or state legal contexts.
Ensures consistent legal messaging and documentation.

Unsatisfactory       Exceptional

12. Comments on Intergovernmental & External Counsel Coordination

Nothing much comes to mind here.

13. Responsiveness & Communication *

Provides prompt responses to Council and staff requests.
Delivers clear, concise, and actionable information.
Keeps Council informed of emerging legal issues.

Unsatisfactory       Exceptional

14. Comments on Responsiveness & Communication

OK, now we have changed it up a bit. Now the word is prompt.

15. Strategic Counsel & Problem Solving *

Identifies emerging legal challenges and solutions.
Contributes to long-term strategic planning and governance stability.
Balances legal risk with practical implementation.

Unsatisfactory       Exceptional

16. Comments on Strategic Counsel & Problem Solving

Always felt counsel was ahead of potential issues.

17. Overall Performance *

Provide an overall average rating for the City Attorney's performance.

- Exceptional
- Exceeds Expectations
- Meets Expectations
- Needs Improvement
- Unsatisfactory

18. Overall Comments

Appreciate the different skill sets this firm has to offer for different areas of legal issues.

19. Key Achievements This Year

List key achievements accomplished by the City Attorney this year.

Attempting to reduce costs for the city.

20. Areas for Improvement or Focus

Identify areas for improvement or focus.

21. Suggested Goals for Next Year

Suggest goals for the City Attorney for the next year.

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4 Anonymous

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Anticipates legal risks and offers sound preventive counsel.

Unsatisfactory  Exceptional

2. Comments on Legal Competence & Advice

Our law firm has always seem competent and give us sound advice. I do wish they would be more assertive with the council and tell us the painful things we need to hear sometimes.

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Maintains confidentiality and avoids conflicts of interest.
Upholds the City's legal and ethical standards.

Unsatisfactory  Exceptional

4. Comments on Ethics & Professional Conduct

They have always, in my experience, been ethical and professional during our interactions.

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Unsatisfactory  Exceptional

6. Comments on Policy & Legislative Support

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Communicates clearly and respectfully with Council and staff.
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Unsatisfactory  Exceptional

8. Comments on Council & Staff Relations

Again, when it comes to the city council "tell it to our face" please. Don't dance around the topic. We need to hear it.

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