



## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Attorney, Douglas Gonzales

**Evaluation Period:** November 2017 through September 2018

**Evaluator:** Mayor Levy

### Instructions:

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### Suggested Evaluation Topics:

- Executing Policy – The City Attorney seeks organization wide improvements that integrate administrative goals with Commission policy to position the City for the future.
- Leading People – The City Attorney ensures that City operations are led by employees with the skills, knowledge, ability and experience to provide a high quality, diverse, productive workplace with quality assurance.
- Legal Expertise and Ability – The City Attorney effectively manages the City's legal affairs in the most efficient and effective manner possible. Specifically, the City Attorney provides meaningful advice and develops responses and solutions to the City's legal developments.

- Communication and Resourcefulness – The City Attorney explains legal issues in a clear and concise manner keeping the City's best interest for the future in mind exhibiting a strong value system with integrity and accountability.
- Achieving Results – The City Attorney facilitates initiatives that result in positive change for the City; specifically, the City Attorney has accomplished goals set forth for him in his interviewing and hiring process.

**Please provide comments on the City Attorney's performance in achieving these general goals and moving the City of Hollywood forward.**

- Impressed with rate of dispute resolution.
- office performance appears to be functioning w/ high morale.
- You've been here in this role less than a year, let's look forward to a great future + good work.

**Other Remarks:**

Signature of Evaluator: \_\_\_\_\_



Date: 10.22.18



## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Attorney, Douglas Gonzales

**Evaluation Period:** November 2017 through September 2018

**Evaluator:** \_\_\_Vice Mayor Debra Case\_\_\_\_\_

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- Legal Expertise and Ability – The City Attorney effectively manages the City’s legal affairs in the most efficient and effective manner possible. Specifically, the City Attorney provides meaningful advice and develops responses and solutions to the City’s legal developments.







## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Attorney, Douglas Gonzales

**Evaluation Period:** November 2017 through September 2018

**Evaluator:** Traci Callari

### **Instructions:**

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- Achieving Results – The City Attorney facilitates initiatives that result in positive change for the City; specifically, the City Attorney has accomplished goals set forth for him in his interviewing and hiring process.

**Please provide comments on the City Attorney's performance in achieving these general goals and moving the City of Hollywood forward.**

For many years I have heard that our legal department is soft and a pushover. I am starting to see a change.

I am very pleased with the advancement and increased movement with pending cases and claims. This ultimately has provide the city with a positive outlook within the legal department.

Your comments at the last commission meeting regarding the office staff and working relations were great to hear. Nice change for the better.

I would like to see more improvement towards Code and Special Magistrate along with foreclosures.

You are very assessable and provide positive direction. I would like to see more conviction with responses; just my thoughts. Keep up the efforts. The City needs to be tougher at times.

**Other Remarks:**

Signature of Evaluator:  Date: 10/29/18.





## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Attorney, Douglas Gonzales

**Evaluation Period:** November 2017 through September 2018

**Evaluator:** Richard Blattner\_\_\_\_\_

### Instructions:

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**Please provide comments on the City Attorney's performance in achieving these general goals and moving the City of Hollywood forward.**

SINCE YOUR ARRIVAL, IT SEEMS TO ME THAT:

. WE ARE GETTING ANSWERS AND RESPONSES MUCH FASTER. PARTICULARLY IMPORTANT BECAUSE BOTH THE QUESTIONS AND THE ANSWERS ARE FRESH IN OUR MIND.

. I LIKE THAT MORE WORK IS BEING DONE IN HOUSE, AND WITH GOOD RESULTS. THIS HAS SAVED THE CITY A LOT OF MONEY.

.EXECUTIVE SESSIONS ARE CRISP. MATERIAL IS PRESENTED CLEARLY AND WE ARE ABLE TO PROVIDE TIMELY ADVICE.

I CANNOT COMMENT ON STAFF MORALE OR TURNOVER, BUT APPEARANCES ARE THAT YOUR OFFICE IS MORE EFFICIENT AND PRODUCTIVE. I WOULD LIKE MORE INFORMATION ON THIS HOWEVER.

DO YOU EXPECT ANY TURNOVER, REGARDLESS OF THE CAUSE?

HAVE YOU IMPLEMENTED ANY DEVELOPMENT AND IMPROVEMENT PLANS? WHAT ARE YOUR SPECIFIC OBJECTIVES FOR NEXT YEAR? I HOPE ONE OF THOSE IS RESOLUTION OF THE JPI CASE, AND PROTANO.

END

**Other Remarks:**

Signature of Evaluator:  Date: 10/23/18





## **ANNUAL PERFORMANCE EVALUATION**

**Evaluation for:** City Attorney, Douglas Gonzales

**Evaluation Period:** November 2017 through September 2018

**Evaluator:** Commissioner Kevin Biederman

### **Instructions:**

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- **Achieving Results** – The City Attorney facilitates initiatives that result in positive change for the City; specifically, the City Attorney has accomplished goals set forth for him in his interviewing and hiring process.

**Please provide comments on the City Attorney's performance in achieving these general goals and moving the City of Hollywood forward.**

**Mr. Douglas Gonzalez has streamlined the City Attorney's office to be more efficient and utilizes the skills of staff. We have challenged the City Attorney with different situations and scenarios, and I am impressed and appreciate the way he analyzes them. As the City Attorney he is always accessible with spot on opinions and information requested. He is dependable, trustworthy and well organized.**

**In evaluating Mr. Gonzalez, I consider him Excellent in his position.**

**Other Remarks:**

Signature of Evaluator:  Date: 10/30/18





## ANNUAL PERFORMANCE EVALUATION

**Evaluation for:** City Attorney, Douglas Gonzales

**Evaluation Period:** November 2017 through September 2018

**Evaluator:**   Linda Sherwood  

### Instructions:

The Performance Evaluation process provides both the evaluator and the employee a sense of accomplishment, direction in priorities and commitment to certain desired behavior and goals.

### Suggested Evaluation Topics:

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- **Achieving Results** – The City Attorney facilitates initiatives that result in positive change for the City; specifically, the City Attorney has accomplished goals set forth for him in his interviewing and hiring process.

**Please provide comments on the City Attorney's performance in achieving these general goals and moving the City of Hollywood forward.**

**I feel Doug has organized the Attorney's office into a highly functioning department within the city. He has moved this office into a place of congeniality among staff members and himself. He has placed each staff member into positions to perform at their best.**

**Doug has been able to manage in house many cases that were previously exported to other firms saving the city thousands of dollars and coming in with positive results. I have great confidence in Doug's knowledge base. I am also very pleased with his many and timely emails informing the commission in a very clear fashion any new developments in cases and/or answers to questions we have posed to him. I find in Doug outstanding integrity and values.**

**I am very happy to evaluate Doug with an Above Excellent Evaluation.**

**Other Remarks:**

Signature of Evaluator: Linda Sherwood Date: 10/23/10