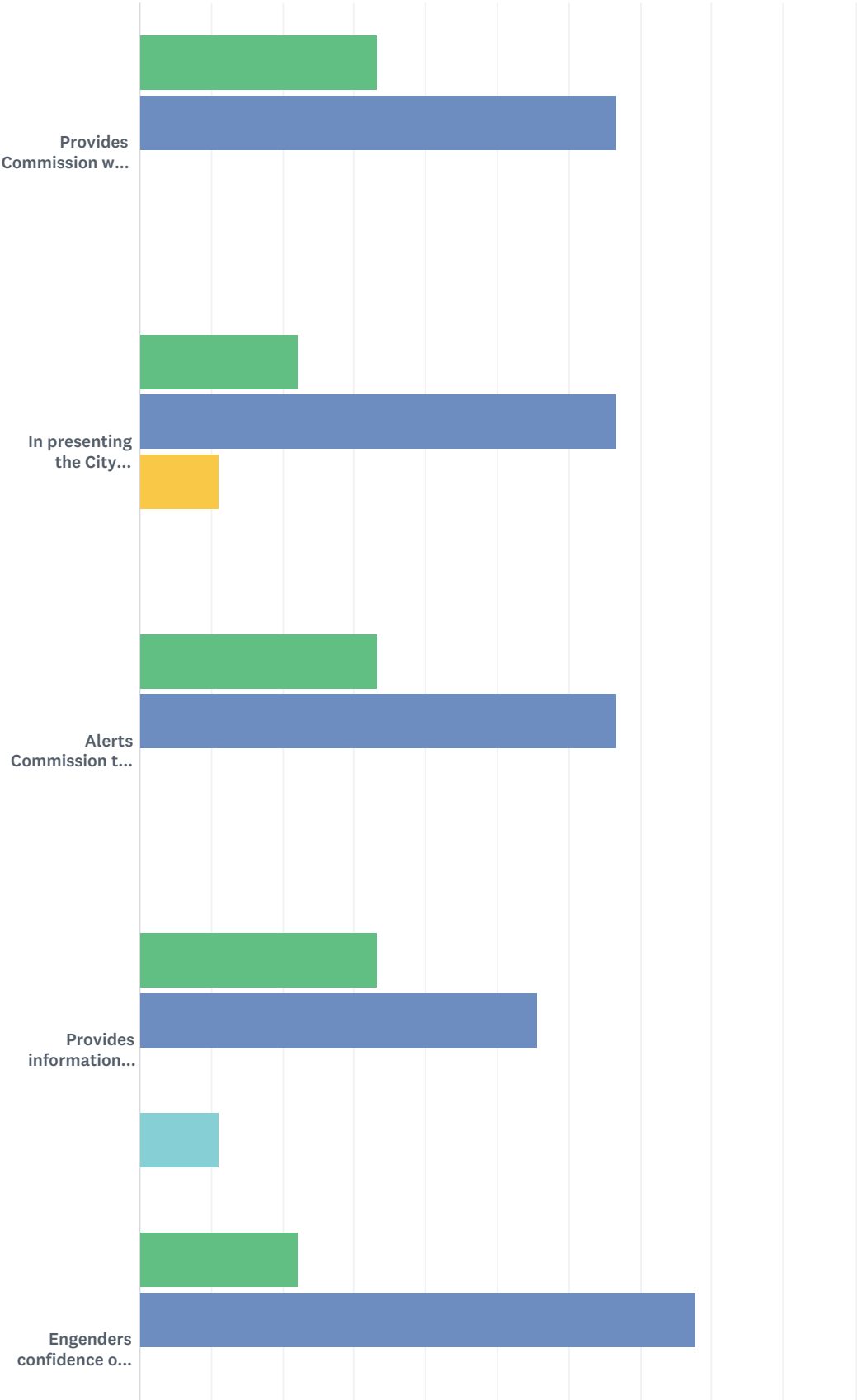
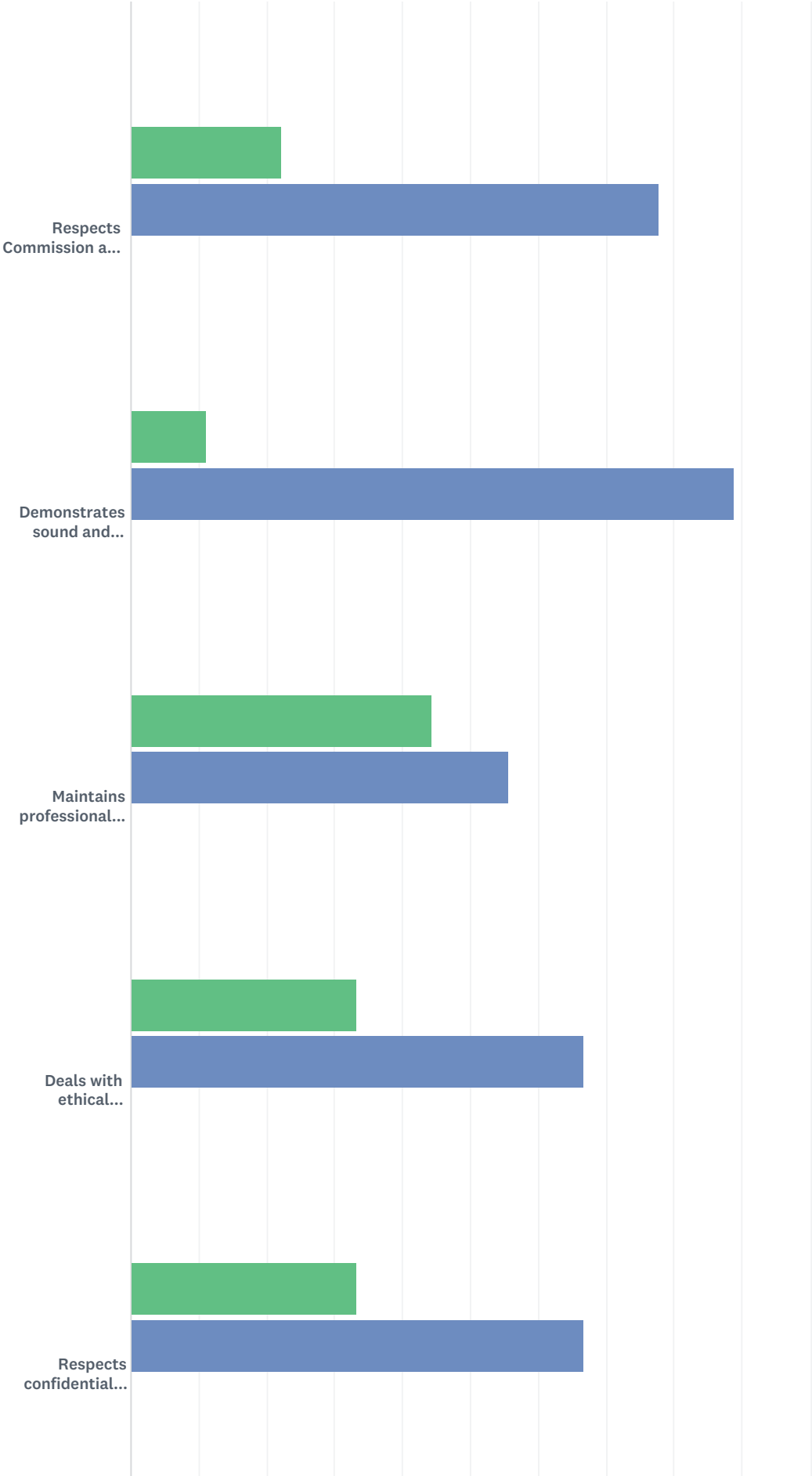
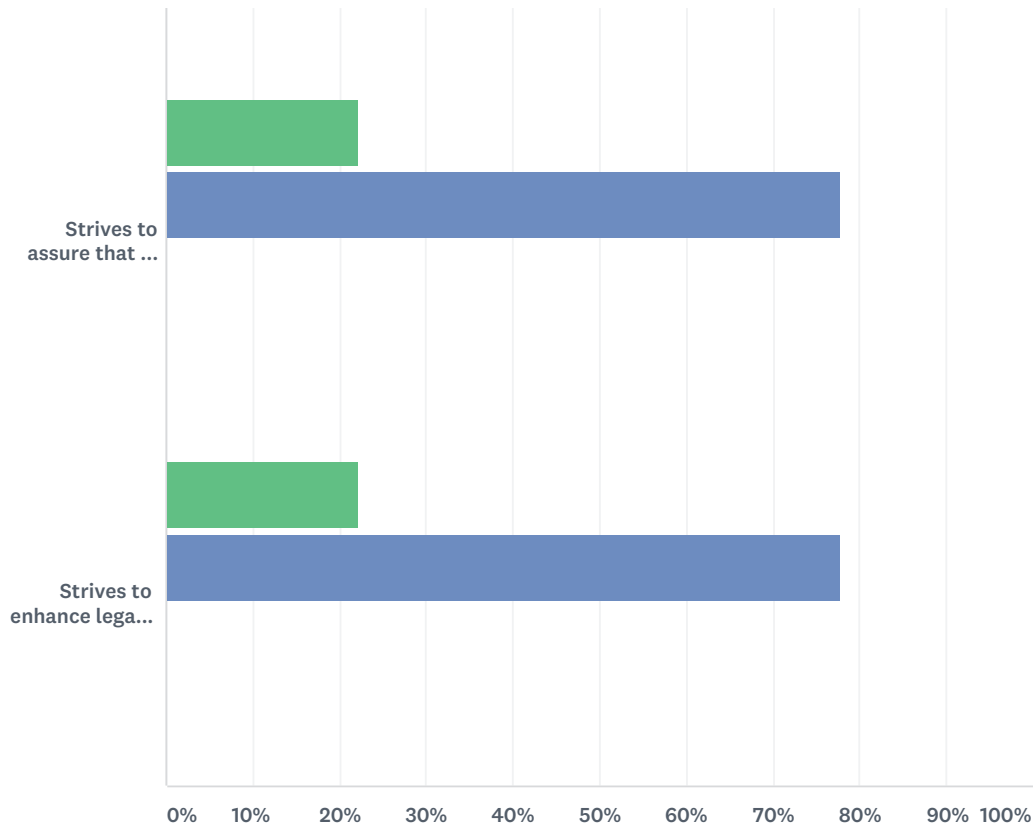


Q1 Please rate the following:

Answered: 9   Skipped: 0







■ Exceeds Expectations
 ■ Meets Expectations
 ■ Improvement Needed (indicate, specifically, what needs improvement)
 ■ Not Enough Information to Rate

|  | EXCEEDS EXPECTATIONS | MEETS EXPECTATIONS | IMPROVEMENT NEEDED (INDICATE, SPECIFICALLY, WHAT NEEDS IMPROVEMENT) | NOT ENOUGH INFORMATION TO RATE | TOTAL |
|--|----------------------|--------------------|---|--------------------------------|-------|
| Provides Commission with accurate and timely information   | 33.33%<br>3          | 66.67%<br>6        | 0.00%<br>0  | 0.00%<br>0                     | 9     |
| In presenting the City Commission with legal advice, identifies policy options and alternatives                                      | 22.22%<br>2          | 66.67%<br>6        | 11.11%<br>1   | 0.00%<br>0                     | 9     |
| Alerts Commission to legal developments and potential legal problems   | 33.33%<br>3          | 66.67%<br>6        | 0.00%<br>0  | 0.00%<br>0                     | 9     |
| Provides information equally to all members  | 33.33%<br>3          | 55.56%<br>5        | 0.00%<br>0  | 11.11%<br>1                    | 9     |
| Engenders confidence of the Commission for legal issues and working knowledge of the law as it applies to City issues and operations | 22.22%<br>2          | 77.78%<br>7        | 0.00%<br>0  | 0.00%<br>0                     | 9     |
| Respects Commission and their opinions, individually and as a group  | 22.22%<br>2          | 77.78%<br>7        | 0.00%<br>0  | 0.00%<br>0                     | 9     |

|  |             |             |            |            |   |
|--|-------------|-------------|------------|------------|---|
| Demonstrates sound and mature judgment in recommendations and decisions  | 11.11%<br>1 | 88.89%<br>8 | 0.00%<br>0 | 0.00%<br>0 | 9 |
| Maintains professional and ethical conduct   | 44.44%<br>4 | 55.56%<br>5 | 0.00%<br>0 | 0.00%<br>0 | 9 |
| Deals with ethical problems in a forthright manner   | 33.33%<br>3 | 66.67%<br>6 | 0.00%<br>0 | 0.00%<br>0 | 9 |
| Respects confidential information  | 33.33%<br>3 | 66.67%<br>6 | 0.00%<br>0 | 0.00%<br>0 | 9 |
| Strives to assure that the legal aspects of the City Commission policy are implemented and applied in a fair and even-handed manner              | 22.22%<br>2 | 77.78%<br>7 | 0.00%<br>0 | 0.00%<br>0 | 9 |
| Strives to enhance legal knowledge and skills, keeping aware of current developments, writings and research in the legal field and related areas | 22.22%<br>2 | 77.78%<br>7 | 0.00%<br>0 | 0.00%<br>0 | 9 |

| # | INDICATE SPECIFICS FOR ANY AREA MARKED IMPROVEMENT NEEDED  | DATE               |
|---|--|--------------------|
| 1 | In several cases in the last year I have seen the City Attorney tasked with developing solutions for community issues that are more extensive than legal advice and beyond the scope of her office. When there are complex community issues, we need to have detailed understanding of what the issues are and broad consideration of what the best ways may be to address them. These may require legal/policy solutions, though may also be broader and require different kinds of solutions or interventions; in many cases, multiple interventions and even community partnerships. When the City Attorney is responsible for solving an issue, that solution is generally going to be legal, and rightfully so, but it may or may not be the most effective solution. It may be an effective part of a solution, but not as effective as it could be if it were part of a broader strategy. Therefore, my concern is not that the City Attorney is doing something improper, but rather that more clear lines of responsibility need to be drawn to ensure the City Attorney and her office aren't being tasked with responsibilities that are beyond their role. In other words, city staff (non-attorney's office) should be doing the legwork of identifying and researching the issues, needs, and potential solutions, and then engage the City Attorney to provide legal advice and work on the legal aspects of these issues – not expecting the City Attorney's office to manage the whole process. In regards to providing options and alternatives, as appropriate, I would like to see this done more extensively, and more creatively. Whether or not the City Attorney believes a policy solution would or would not work in Battle Creek, it should be included and presented as an option for the Commission to consider and debate. | 8/23/2017 12:44 AM |
| 2 | I know the city Attorney acts on the direction of the Commission, but I would like to see us fight more court cases where we have a legitimate chance of winning.  | 8/22/2017 9:45 AM  |
| 3 | The City Attorney and her office are adequately performing their duties. My only critique would be that information given in workshops be presented in a more non-biased fashion. Workshops are for informing commissioners not persuading them. I felt that the language used in the presentation on the solicitation of alms ordinance was biased towards adopting the ordinance and that the first medical marijuana workshop used language biased towards inaction. This may be a communication issue and not an intended use of language to persuade, as the most recent medical marijuana workshop was presented in a more objective manner.   | 8/16/2017 3:15 PM  |

## Q2 Comments on overall performance

Answered: 7   Skipped: 2

| # | RESPONSES   | DATE               |
|---|---|--------------------|
| 1 | I believe Jill does a great job. Only one food for thought, it's alright to take additional time if needed to do more research when trying to offer recommendations. As long as the commission is kept abreast of the status and any possible conflicts that may pose, if any to make an informed decision, I'm comfortable with that approach.   | 8/23/2017 11:26 PM |
| 2 | Continue to appreciate the way in which our City Attorney responds to her responsibilities. Please keep up the excellent work.  | 8/23/2017 2:50 PM  |
| 3 | Jill provides sound legal consideration and advice on legal issues. She is very responsive to questions and provides prompt and detailed information.   | 8/23/2017 12:44 AM |
| 4 | I think, overall Jill does a good job.  | 8/22/2017 9:45 AM  |
| 5 | Jill Steele provides solid and thoughtful legal advise to the City Commission. She is a hard-working and a quality employee. One suggestion - I would like to see a list or calendar of issues or topics that Steele and/or her office are working on for the Commission so we have ongoing knowledge of what matters are in process. There are occasions when the City Attorney's office seems to be slow responding to questions or items that the Commission would like addressed. I suspect it is due to the huge amount of work the office is handling. If there was a list of items for the Commission, then we might be able to prioritize issues. | 8/21/2017 6:50 PM  |
| 6 | The City Attorney and her office are always responsive to information requests, thorough in their responses and well informed regarding the law and city business. They handle an incredible amount of work with grace and professionalism.   | 8/16/2017 3:15 PM  |
| 7 | Jill is professional and always on the ball. A great asset to the city and commission.  | 8/16/2017 11:18 AM |