

City Attorney performance goals for FY24-25

Preliminary comment: City Council resolution requires the City Manager and City Attorney to each suggest one to three goals for Council's consideration. Two broad goals are offered below, but the first goal includes seven sub-components, each case representing an independent objective. The second goal includes two or three independent sub-components.

Goal #1: conclude several litigation matters of particular interest.

Specific: although litigation is a normal and expected component of government practice, this year's goal focuses on resolving seven particular cases.

Measurable: the success of this goal will be measured by the number of these matters that produce satisfactory outcomes for the City, or at least appear on track to do so.

Achievable: litigators do not control opposing counsel or the judiciary. This goal is therefore qualified to the extent that we seek to influence those matters that we control, or at least those we can influence.

Relevant: ensuring the City is properly represented in litigation is a core function of the City Attorney's Office, per the City Charter. Prioritizing certain cases within the litigation realm is a subset of that function.

Time-bound: the City Attorney aims to accomplish this goal by the end of the next fiscal year.

Goal #2: successfully conclude multiple transactional matters¹ in which the City Attorney's Office plays an integral part.

Specific: this goal relates specifically to the DeNunzio / Harborview real estate purchase, as well as the City's active collective bargaining.

Measurable: the success of the Harborview portion will be measured by closing successfully on that important real estate transaction; the success of our collective bargaining will be measured by ratification of a new, multi-year agreement.

Achievable: like any seller of real estate, the City does not control the buyer. However, the City can ensure that most conditions precedent to sale have been satisfied. Likewise, labor unions operate independent of City leadership, but the City can draft and negotiate terms agreeable to the City Council.

Relevant: preparing and approving contracts is a core function of the City Attorney's Office. In addition, providing assistance in real estate transactions, negotiating various contractual terms between parties, and creating legal documents of a complex or unique nature are listed as essential job functions in the City Attorney's job description.

Time-bound: the City Attorney aims to accomplish this goal by the end of the next fiscal year.

¹ The City does not anticipate issuing any bonds in fiscal year 2024-2025. However, bond issuance is expected in 2025-2026, with the potential for multiple issuances. To the extent that preliminary work is required of the City Attorney's Office in FY24-25, it will be incorporated into this goal.