

City Attorney Ms. Pam Aiken – Annual Review

Oct. 14, 2020

The objective of the City Attorney's Office is to provide timely, cost-efficient, quality services and advice to support the City Council, the City Manager and the City departments, boards and agencies in fulfilling their missions and goals- and to advance, advocate and safeguard the interests of the City within the bounds of the law. Further – she advises city staff and Council on all legal issues including city code and state statute interpretation, employee matters, police advice and training and general legal questions –

The document provided to us is a Performance Evaluation and Planning Form – It includes a meets expectations, exceeds expectations and needs further development.

There is a section for Key Job Expectations- In my opinion – this looks like a standard form used throughout the city for any employee – not specific in any way to our highest-level attorney.

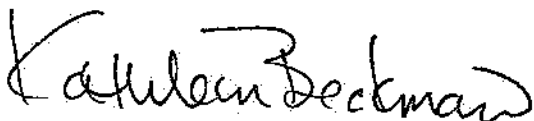
In all honesty – it's a challenge to review the City Manager and City Attorney – this is my first time working in municipal government. And while I was a public-school teacher, employed with tax-payers' dollars, and accountable to the public (with agreed upon - annual measurable goals) most of my duties were pretty specific. But like a teacher, the City Attorney and City Manager cannot control the "inputs" that they must respond to daily – even hourly. I believe Ms. Aiken's solid understanding of the history of Clearwater and of municipal and state law has served us well and she responds professionally and competently to these changing "inputs." Like Mr. Horne, I have believe Ms. Aiken is respected by those she serves throughout our city.

During my tenure here Ms. Aiken has generously given her time to me each week. I enjoy our frank conversations and the historical perspective she provides of the inner workings of the city. And while I believe she has kept me abreast of legal issues that the city is or may be facing- I am disappointed that I was not more fully informed of The Landings issue earlier on.

Our city is absolutely the "crown jewel" of Pinellas county. It truly is a wonderful place to live, work and play – but it has unique challenges no other city faces. I hope in going forward we can be creative, deliberate and proactive in addressing those challenges. Ms. Aiken has wisely advised me to focus more of my municipal research on what cities are doing here in FL rather than what innovation is occurring across our nation because we need to operate within State law- I understand that. But I think there can be value in looking for more innovative ways to approach the challenges we face –

It is clear Ms. Aiken is a talented and highly qualified City Attorney. Her knowledge of and devotion to our city is evident. Clearwater residents, city staff and city council are fortunate to have Ms. Aiken as our lead council. I am grateful for her service.

Respectfully submitted,

A handwritten signature in black ink that reads "Kathleen Beckman". The signature is written in a cursive, flowing style with a large initial 'K'.

Kathleen Beckman