



To: Honorable Mayor and Members of the City Commission

From: Peter J. Sweeney, City Attorney

Subject: Performance Evaluation

Date: June 10, 2019

I started as the City Attorney for the City of Fort Pierce on January 7, 2019. When I started, the Interim City Attorney Ben “Buck” Bryan was leaving on the same day, allowing for virtually no carryover of knowledge. Further, there was an open position at the Assistant City Attorney position. I was charged with immediately evaluating the dynamic of the City Attorney’s Office, as well as understanding the needs (both short-term and long-term) of the City at large, the individual Departments and the interior workings of this Charter Office. As part of that process, I have undertaken the following within the first six months of my contractual employment:

- Within the first two weeks of starting employment, I personally met with every Department Head or Manager to discuss the specific needs and objectives for each of them, in order to focus assets and availability to meet the various needs, both for short-term and long-term goals, of each Department.
- Hiring of a new Assistant City Attorney, Tanya Earley. Ms. Earley is a veteran trial attorney, with more than a decade of experience as an Assistant State Attorney in both Miami-Dade and Osceola counties. She will primarily be assigned to work on matters related to the Police Department, Code Enforcement and the Building Department, with support roles to other departments as necessary.
- Revised and simplified processing and tracking of Request for Legal Services (“RLS”). As a result, this Office has processed nearly 140 RLS in the first five months of my tenure. For comparison, the City Attorney’s Office processed 175 RLS in all of 2018.
- Working in conjunction with various departments, we have successfully and comprehensively updated more than nine different chapters to the City’s Code of Ordinances. This is the beginning of a long-time desire of the City Commission to comprehensively review and overhaul (as appropriate) the entire Code of Ordinances of the City of Fort Pierce.

I believe I have fostered an environment in the City Attorney’s Office that is professional, efficient, dedicated and readily available to provide top-notch legal counsel and advice to the City Commission, the Charter Officers and the Department Heads, as necessary. I expect to continue to develop and modernize the City Attorney’s Office by continuing to meet several future goals, including:



- Continued legal development of in-house staff, by attending and participating in Continuing Legal Education seminars and conferences.
- Achieving and maintaining standards of professional excellence, such as Board Certifications, National accreditation acknowledgement and peer-reviewed State recognition.
- Continued efficiency gains in processing of Requests for Legal Services, while never sacrificing “speed for accuracy”, as there is no tolerance for incompetent legal advice or counsel.
- Outreach educational efforts regarding fundamental municipal government legal issues, such the Public Records Act, the Sunshine Law and the Florida Ethics Code, by providing training and teaching to team members of the City of Fort Pierce, be it at the City Commission level or Department level (always as appropriate).

Thank you again for your faith and trust in me to be your City Attorney. I look forward to continuing in this position and serving you and this great City, and I am most appreciative of your feedback, comments and suggestions.