

City Attorney Performance Evaluation

February 5, 2020

RATING SCALE DEFINITIONS (1-5)

- Unsatisfactory (1)** - The employee's work performance is inadequate and definitely inferior to the standards of performance required for the job. Performance at this level cannot be allowed to continue.
- Improvement (2) Needed** The employee's work performance does not consistently meet the standards of the position. Serious effort is needed to improve performance.
- Meets Job (3) Standard** The employee's work performance consistently meets the standards of the position.
- Exceeds Job (4) Standard** The employee's work performance is frequently or consistently above the level of a satisfactory employee.
- Outstanding (5)** The employee's work performance is consistently excellent when compared to the standards of the job.
- Not evaluated (NE)** The employee's work performance was not observed during this evaluation period.

I. Performance Evaluation and Achievements

1. City Commission/ Boards Relationships

	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Provides sound legal advice to the City Commission, Boards, Commissions and City staff.	—	—	—	—	—	X
B. Reporting to the City Commission, Boards, and City staff is timely, clear, concise and thorough.	—	—	—	—	—	X
C. Accepts direction/instructions in a positive manner.	—	—	—	—	—	X
D. Keeps the City Commission, Boards, and City staff informed of issues relevant to the requirements of the position.	—	—	—	—	—	X
E. Dedicates the time necessary to the responsibilities						

of the position and is readily available to
Commissioners.

_____X

Comments:

2. Legal Research and Review

NE 1 2 3 4 5

A. Effectively identifies legal issues and performs
research and investigations.

_____X

B. Effectively reviews and interprets legal instruments,
reports and documents prepared by departments.

_____X

Comments:

3. Employee/Public Relations

NE 1 2 3 4 5

A. Works well with other employees.

_____X

B. Meeting and handling the public while
recognizing ethical obligation to the City.

_____X

Comments:

4. Communication

A. Oral communication is clear, concise and articulate.

<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
—	—	—	—	—	X

B. Written communications (e.g.) contracts, resolutions, and other legal documents are clear, concise and accurate.

—	—	—	—	—	X
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Comments:

5. Quantity/Quality

A. Amount of work performed.

<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
—	—	—	—	—	X

B. Completion of work on time.

—	—	—	—	—	X
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C. Accuracy.

—	—	—	—	—	X
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D. Thoroughness.

—	—	—	—	—	X
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Comments:

6. Personal Traits

A. Initiative.

<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
—	—	—	—	—	X

B. Judgement.

—	—	—	—	—	X
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C. Fairness and Impartiality.

—	—	—	—	—	X
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D. Analytical Ability.

—	—	—	—	—	X
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Comments:

7. **Litigation/Administrative Proceedings**

NE **1** **2** **3** **4** **5**

A. Provides timely and effective representation of the City's interest in litigation.

— — — — — X

B. Controls and monitors costs and performance of retained outside legal counsel.

— — — — — X

Comments:

II. Summary Rating

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided (circle one):

Unsatisfactory Improvement Needed Meets Job Standards Exceeds Job Standards Outstanding

Comments:

III. Future Goals and Objectives

Specific goals and objectives to be achieved in the next evaluation period: _____



COMMISSIONER GREGORY DAVILA



SHAWN D. SMITH, CITY ATTORNEY

ATTEST:



CHERYL SMITH, CITY CLERK

Dated 1-29-2020