

**Calculations of the City Commission's Evaluation of  
Shawn Smith as City Attorney submitted December 2, 2014**

<b>Category</b>	<b>Question Letter</b>	<b>5 POINTS</b>	<b>4 POINTS</b>	<b>3 POINTS</b>	<b>2 POINTS</b>	<b>1 POINT</b>	<b>AVERAGE</b>
<b>City Commission &amp; Boards Relationship</b>	A)	5	2				4.71
	B)	5	2				4.71
	C)	4	2	1			4.43
	D)	5	2				4.71
	E)	4	3				4.57
<b>Average for Category</b> →							<b>4.63</b>
<b>Legal Research and Review</b>	A)	5	2				4.71
	B)	4	2	1			4.43
<b>Average for Category</b> →							<b>4.57</b>

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<b>Employee/Public Relations</b>	A)	4	2	1			4.43
	B)	5	2				4.71
<b>Average for Category</b> →							<b>4.57</b>
<b>Communication</b>	A)	5	2				4.71
	B)	5	2				4.71
<b>Average for Category</b> →							<b>4.71</b>
<b>Quantity/Quality</b>	A)	4	3				4.57
	B)	3	3		1		4.14
	C)	5	2				4.71
	D)	5	1	1			4.57
<b>Average for Category</b> →							<b>4.50</b>

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<b>Personal Traits</b>						
A)	5	1	1			4.57
B)	5	1	1			4.57
C)	5		2			4.43
D)	5	2				4.71
<b>Average for Category</b>						<b>4.57</b>
<b>Litigation/ Administrative Proceedings</b>						
A)	4	3				4.57
B)	5	1	1			4.57
<b>Average for Category</b>						<b>4.57</b>
<b>Outstanding Performance</b>	<b>5</b>					
<b>Exceeds Job Standards</b>	<b>2</b>					
<b>TOTAL OVERALL AVERAGE</b>						<b>4.59</b>