

**City Attorney Performance Evaluation
COMMISSIONER TONY YANIZ**

October 16, 2012

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

<u>1. City Commission/ Boards Relationships</u>	<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.	___	___	___	___	___	✓
B. Reporting to the City Commission, Boards, and City staff is timely, clear, concise and thorough.	___	___	___	___	___	✓
C. Accepts direction/instructions in a positive manner.	___	___	___	___	___	✓
D. Keeps the City Commission, Boards, and City staff informed of issues relevant to the requirements of the position.	___	___	___	___	___	✓
E. Dedicates the time necessary to the responsibilities of the position and is readily available to Commissioners.	___	___	___	___	___	✓

Comments: _____

2. Legal Research and Review

NE 1 2 3 4 5

- | | | | | | | |
|---------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|---|
| A. Effectively identifies legal issues and performs research and investigations. | ___ | ___ | ___ | ___ | ___ | ✓ |
| B. Effectively reviews and interprets legal instruments, reports and documents prepared by departments. | ___ | ___ | ___ | ___ | ___ | ✓ |

Comments: _____

3. Employee/Public Relations

NE 1 2 3 4 5

- | | | | | | | |
|--------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|---|
| A. Works well with other employees. | ___ | ___ | ___ | ___ | ___ | ✓ |
| B. Meeting and handling the public while recognizing ethical obligation to the City. | ___ | ___ | ___ | ___ | ___ | ✓ |

Comments: _____

4. Communication

NE 1 2 3 4 5

- | | | | | | | |
|---------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|---|
| A. Oral communication is clear, concise and articulate. | ___ | ___ | ___ | ___ | ___ | ✓ |
| B. Written communications (e.g.) contracts, resolutions, and other legal documents are clear, concise and accurate. | ___ | ___ | ___ | ___ | ___ | ✓ |

Comments: _____

5. Quantity/Quality

	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Amount of work performed.	—	—	—	✓	—	—
B. Completion of work on time.	—	—	—	✓	—	—
C. Accuracy.	—	—	—	—	—	✓
D. Thoroughness.	—	—	—	—	—	✓

Comments: *Shawn and the legal dept need help the work is outstanding but the volume was overwhelming. It is amazing that Mr. Smith accomplishes what he does!*

6. Personal Traits

	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Initiative.	—	—	—	—	—	✓
B. Judgement.	—	—	—	—	—	✓
C. Fairness and Impartiality.	—	—	—	—	—	✓
D. Analytical Ability.	—	—	—	—	—	✓

Comments: _____

7. Litigation/Administrative Proceedings

	<u>NE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
A. Provides timely and effective representation of the City's interest in litigation.	—	—	—	—	—	✓
B. Controls and monitors costs and performance of retained outside legal counsel.	—	—	—	—	—	✓

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: _____
Bring forward to the Commission whatever financial needs the legal dept need.



COMMISSIONER TONY YANIZ

SHAWN D. SMITH, CITY ATTORNEY

ATTEST:

CHERYL SMITH, CITY CLERK

Dated _____