

**Calculations of the Commission's Evaluation of
Bob Vitas as City Manager submitted January 22, 2014**

Category	Question Letter	5 POINTS	4 POINTS	3 POINTS	2 POINTS	1 POINT	No	AVERAGE
City Commission Relationships	A)	1	3	2	1			3.57
	B)	1	3	2	1			3.57
	C)	1	4	1	1			3.71
	D)		4	2	1			3.43
	E)		4	1	2			3.29
Average for Category								3.51
Public Relations	A)	1	4	1			1	3.57
	B)	1	3	2			1	3.43
	C)	1	5		1			3.86
Average for Category								3.62
Employee Relations	A)	1	4	1	1			3.71
	B)	2	3	1	1			3.86
	C)	1	3	2	1			3.57
	D)	1	3	1	1		X	3.67
	E)	2	1	1	2		X	3.50
	F)	1	3	2	1			3.57
	G)	1	3	2	1			3.57
Average for Category								3.64

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Category	Question Letter	5 POINTS	4 POINTS	3 POINTS	2 POINTS	1 POINT	No	AVERAGE
Fiscal Management	A)	1	4	2				3.86
	B)	2	4		1			3.71
	C)	2	3	1	1			3.86
	D)		4	2		1		3.29
	E)		6		1			3.71
Average for Category								3.69
Communication	A)	1	4	1	0	1		3.57
	B)	1	4	1		1		3.57
Average for Category								3.57
Quantity/Quality	A)		3	2	1			2.86
	B)		4	1		1		2.86
	C)		3	2	1			2.86
	D)		4	1		1		2.86
Average for Category								2.86
Personal Traits	A)	2	3	2		1		4.14
	B)		4	3		1		3.71
	C)		5	2		1		3.86
	D)	1	6	1				4.57
Average for Category								4.07
Intergovernmental Affairs	A)		4	1	1	1		3.14
	B)		4	2	1			3.43
	C)		3	3		1		3.14
	D)		3	2	1	1		3.00
Average for Category								3.18
TOTAL OVERALL AVERAGE								3.52