

City Attorney Performance Evaluation

December 3, 2021

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.	—	—	—	—	—	_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

NE 1 2 3 4 5

A. Oral communication is clear, concise and articulate.

___ ___ ___ ___ ___ X

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

___ ___ ___ ___ ___ X

Comments: _____

5. Quantity/Quality

NE 1 2 3 4 5

A. Amount of work performed.

___ ___ ___ ___ ___ X

B. Completion of work on time.

___ ___ ___ ___ ___ X

C. Accuracy.

___ ___ ___ ___ ___ X

D. Thoroughness.

___ ___ ___ ___ ___ X

Comments: _____

6. Personal Traits

NE 1 2 3 4 5

A. Initiative.

___ ___ ___ ___ ___ X

B. Judgement.

___ ___ ___ ___ ___ X

C. Fairness and Impartiality.

___ ___ ___ ___ ___ X

D. Analytical Ability.

___ ___ ___ ___ ___ X

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: My performance evaluations of the three positions that the Commission evaluates (City Manager, City Attorney, and City Clerk) are all scored the same with the employee scored at a (5) in all evaluated areas. Any and all issues I have with the employee that need improvement are discussed one-on-one with the employee.

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 12/7/01