

City Attorney Performance Evaluation

December 2016

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

Comments: Outstanding Communication with myself
and other boards

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: Always give outstanding legal advice

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: Well respected by staff and the public

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: The best source of information for advice

5. Quantity/Quality

NE 1 2 3 4 5

- A. Amount of work performed. ✓
- B. Completion of work on time. ✓
- C. Accuracy. ✓
- D. Thoroughness. ✓

Comments: Works 24/7

6. Personal Traits

NE 1 2 3 4 5

- A. Initiative. ✓
- B. Judgement. ✓
- C. Fairness and Impartiality. ✓
- D. Analytical Ability. ✓

Comments:

7. Litigation/Administrative Proceedings

NE 1 2 3 4 5

- 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: I could not be happier working with
Shawn. Best City Attorney I've work with in
my 32 years of service with the City.

III. Future Goals and Objectives

Specific goals and objectives to be achieved in the next evaluation period:
Make sure all contract with the City goes through
his office / staff before coming to the Commission

Billy Wardlow
COMMISSIONER BILLY WARDLOW
Shawn D. Smith
SHAWN D. SMITH, CITY ATTORNEY

ATTEST:
Cheryl Smith
CHERYL SMITH, CITY CLERK

Dated 11-30-16