

**Calculations of the City Commission's Evaluation of
Shawn Smith as City Attorney submitted January 22, 2014**

Category	Question Letter	5 POINTS	4 POINTS	3 POINTS	2 POINTS	1 POINT	AVERAGE
City Commission & Boards Relationship	A)	5	2				4.71
	B)	5	2				4.71
	C)	5	2				4.71
	D)	5	1	1			4.57
	E)	5	2				4.71
Average for Category →							4.69
Legal Research and Review	A)	4	2	1			4.43
	B)	3	4	0			4.43
Average for Category →							4.43
Employee/Public Relations	A)	3	3	1			4.29
	B)	4	2	1			4.43
Average for Category →							4.36
Communication	A)	5	2				4.71
	B)	5	1	1			4.57
Average for Category →							4.64

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Category	Question Letter	5 POINTS	4 POINTS	3 POINTS	2 POINTS	1 POINT	AVERAGE
Quantity/Quality	A)	3	4				4.43
	B)	4	1	2			4.29
	C)	4	3				4.57
	D)	5	2				4.71
	Average for Category →						
Personal Traits	A)	3	3	1			4.29
	B)	3	4	0			4.43
	C)	3	3	1			4.29
	D)	3	4	0			4.43
	Average for Category →						
Litigation/ Administrative Proceedings	A)	3	4	0			4.43
	B)	3	2	2			4.14
	Average for Category →						
Outstanding Performance		4					
Exceeds Job Standards		3					
Average for Category →							4.47
TOTAL OVERALL AVERAGE							