

City Attorney Performance Evaluation

September 20, 2011

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.	___	___	___	___	___	___ ✓
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:

*Always has time to meet and answer question by other employees and citizens.
Well respected throughout the City & County*

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:

Straight to the point.

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: First Class Staff

6. Personal Traits

NE 1 2 3 4 5

A. Initiative.

— — — — — ✓

B. Judgement.

— — — — — ✓

C. Fairness and Impartiality.

— — — — — ✓

D. Analytical Ability.

— — — — — ✓

Comments: Straight To the Point. In my opinion Shawn has been the best City Attorney we've had in my 32 years working for the City.

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: Saves the city dollars by using his staff and his own system.

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: Shawn goes over and above his job duties to make
sure we are kept up to date on all issues.
The time Shawn puts in on weekend + evening are way
above expectations.

III. Future Goals and Objectives

Specific goals and objectives to be achieved in the next evaluation period: _____

Moving forward to get the new City Hall & Fire Station
School Board & City issues
Truman Waterfront

Billy Wardlow
COMMISSIONER BILLY WARDLOW

SHAWN D. SMITH, CITY ATTORNEY

ATTEST:

CHERYL SMITH, CITY CLERK

Dated 09-21-11