

CITY OF WEST WENDOVER FINAL EMPLOYEE APPRAISAL FORM



SUPERVISOR:

EMPLOYEE:

ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

1. INTERACTIONS/COMMUNICATIONS

Description: Includes interaction with supervisors, coworkers, other departments, citizens, & other governmental agencies; encompasses the areas of sensitivity, adaptability and written and oral communication.

Expectations: Interacts professionally and courteously with supervisors, coworkers, citizens and others; readily shares information and provides assistance; verbally communicates information in an understandable manner; written communications are consistently clear and accurate; demonstrates understanding of instructions; demonstrates tolerance in working with coworkers, others and with changes in job conditions; demonstrates tolerance of differing behaviors, customs and communication styles; understands and works toward group goals and objectives; encourages and is receptive to new ideas and procedures.

Additional Supervisory Expectations: Provides clear and concise directions and evaluations; is well prepared for presentations; is able to speak to small and large groups; confers with subordinates, supervisors and the public as appropriate; listens and responds in a manner that demonstrates understanding of ideas, information and opinions expressed.

CONSIDER

Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance

N = needs work S = satisfactory E = excellent

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|---|---|---|---|
| N | S | E | A. Relationships with the public, community and special interest groups, supervisors, coworkers and other organizations |
| N | S | E | B. Clarity of written and oral presentations. |
| N | S | E | C. Effectiveness/persuasiveness of communications. |
| N | S | E | D. Listening/responsiveness |
| N | S | E | E. Understanding and following instructions. |

OTHER COMMENTS

ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

2. PERSONAL BEHAVIOR

Description: Addresses how the employee behaves in the workplace, including working as a team player.

Expectations: Behavior is a positive example for other staff; is present at work and meetings in a consistent and timely manner; dress and grooming is appropriate to position; is fair and impartial in dealing with others; exhibits sensitivity to ethical issues; responds appropriately to adverse and stressful situations; shows good judgment in a variety of circumstances; effectively adjusts to changing priorities and circumstances; demonstrates tolerance with work associates and job conditions; interactions with others are of the highest level of integrity and ethical conduct; sets strong personal examples by demonstrating respect for others and their ideas.

Additional Supervisory Expectations: Takes ownership for responsibilities and is accountable for actions; promotes and exhibits open commitment to teamwork; works to resolve interpersonal conflicts; displays cooperative behavior to other supervisors and subordinates; places team objectives ahead of personal agenda.

CONSIDER			Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent			
N	S	E	A. Reaction to change/flexibility
N	S	E	B. Use of judgment/work ethics
N	S	E	C. Work habits: attendance, cooperation, courtesy, punctuality
N	S	E	D. Appearance: grooming and Attire appropriate to position (neat, clean)
N	S	E	E. Reliability
N	S	E	F. Teamwork and support of others
OTHER COMMENTS			

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

3. PLANNING AND ORGANIZATION

Description: Includes anticipation of needs for use of time and other resources to consistently meet or exceed requirements for timeliness; work goals are consistent with the appropriate level of supervision.

Expectations: Uses time effectively; completes assignments on time; discerns priority assignments; identifies and selects appropriate alternatives; demonstrates problem-solving abilities for level of work/assignments; completes assignments and follows through; understands relationships between his/her position and other jobs, departments, agencies and the public; uses resources effectively; identifies and takes action to reduce the need for duplicate actions and for future use of resources.

Additional Supervisory Expectations: Is able to deal with multiple projects and prioritizes plans for them; directs activities and coordinates activities with other personnel and departments; is organized and knows status of all work activities; develops reasonable goals and objectives based on sound planning; demonstrates ability to manage costs by completing work within established budgets; solicits and effectively uses feedback from employees, customers and community.

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Timing and effective completion of assigned work N S E B. Problem anticipation, problem solving, decision-making N S E C. Acceptance and performance of new and additional duties N S E D. Use of established procedures and instructions N S E E. Effective use of resources (e.g. tools equipment, materials, staff, budget) N S E F. Anticipation of equipment and material needs	

OTHER COMMENTS

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

4. DECISION MAKING

Description: Reasons, analyzes and evaluates information; looks beyond short-term results to long-term requirements and trade-offs; properly assesses situations and determines the correct course of action; knows when to ask for assistance.

Expectations: Uses good judgment and a common-sense approach to situations, particularly during stressful situations; requires minimal supervision; determines appropriate course of action and takes same; does not allow situations to further deteriorate; recognizes when to ask for assistance; anticipates situations and prepares for them; is capable of changing way of thinking and performing in conjunction with the needs of the department and the community; recognizes when circumstances dictate a change is necessary.

Additional Supervisory Expectations: Recognizes the various resources available and puts them to proper use when necessary; knows when to access additional resources including personnel and equipment to complete tasks; is decisive and convincing when making a decision; assures that there is no abuse of resources or equipment.

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Use of good judgment; common sense approach N S E B. Ability to determine actions appropriate to situation N S E C. Ability to anticipate situations; consider consequences N S E D. Ability to adapt mindset to better serve department and community needs	

OTHER COMMENTS

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

5. QUANTITY AND QUALITY OF WORK

Description: Completes quantity of work as required; quality of work is consistently accurate and thorough; necessary follow through is completed in a timely manner; accepts responsibility for successes and failures.

Expectations: Meets or exceeds expectations to measured outcomes for quantity and quality of work; regularly reports work progress and problems; seeks to assist the public in a myriad of recurring and unique questions and problems to satisfy customer needs; offers timely, effective and courteous service or assistance directly addressing customers' needs; proposes ideas for different goals, methods, or techniques of operation to improve work outcomes with limited risk and greater potential benefits.

Additional Supervisory Expectations: Develops work plans to meet objectives and goals - plans include assigning responsibilities that eliminate duplication of effort, services and programs; continuously monitors programs and services provided; utilizes benchmarking, technological innovations and related methods to measure and improve outcomes; communicates and promotes work improvement methods and processes; continually seeks new technologies and methods to improve quantity and quality of work and services.

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Quantity of work and timely completion of tasks N S E B. Quality of work and services N S E C. Demonstration of efforts to improve work system, products, services N S E D. Display of positive interaction With customers; service oriented N S E E. Follow through on addressing concerns, answering questions, and solving problems	

OTHER COMMENTS

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

6. LEADERSHIP

Description: Assumes an innovative approach that improves current performance; challenges or questions status quo or traditional way of doing things in an effort to raise the bar; models behaviors that guide and focus the efforts of others; acts as a role model.

Expectations: Demonstrates the ability to get other people to work together effectively; is able to see the "big picture" and articulate how the pieces fit together; takes ownership for own activities; recognizes and appreciates individual differences; interacts with others objectively; is able to draw upon his/her own resources in assessing situations and taking or recommending appropriate action for resolution.

Additional Supervisory Expectations: Demonstrates the ability to motivate people to work effectively; articulates common vision/goals to employees; inspires enthusiasm; creates a supportive environment; facilitates productive discussions; demonstrates interest in employee successes and improvements; acts as a positive role model; regularly recognizes accomplishments; continually acts to promote employee improvement to perform at peak levels and to improve the efficiency and effectiveness of work processes

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Broad orientation to work environment N S E B. Establishment of a positive example N S E C. Responsibility and accountability for own actions N S E D. Recognition of value and contribution of others N S E E. Ability to assess problems quickly and take appropriate action N S E F. Motivation and support of others	

OTHER COMMENTS

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

7. SAFETY

Description: Safety in the workplace is a concern relevant to every position. It includes day-to-day safety awareness, knowledge and application of safe work procedures and acceptance of responsibility for personal safety and that of others.

Expectations: Follows applicable safety regulations and procedures; operates equipment in a safe manner and according to department guidelines; promptly reports any defective equipment and unsafe working conditions; recognizes and addresses unsafe working conditions or practices; applies safe working practices in daily job duties; keeps abreast of current safety practices and techniques; promptly reports all injuries received on the job.

Additional Supervisory Expectations: Promotes workplace safety; monitors safety performance; initiates corrective action; conducts inspections and provides safety training when able; assists in developing and updating safety policies as necessary.

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Knowledge of safety regulations applicable to the job N S E B. Use of equipment in a safe manner N S E C. Reporting of defective equipment and unsafe conditions N S E D. Reporting of any and all Personal injuries immediately N S E E. Advocating of safe work environment	

OTHER COMMENTS

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

8. TECHNICAL KNOWLEDGE – JOB SPECIFIC

Description: Includes application of methods, procedures and principles an employee must know and demonstration of the abilities an employee must possess to meet the responsibilities and requirements of the specific position; the extent to which the employee applies expertise gained from previous experience and training; the extent to which the employee needs and applies training; the technical quality of work performed.

Expectations: Maintains current technical knowledge and ability sufficient to manage work and complete assignments; actively pursues expanded mastery of knowledge and abilities in the duties and responsibilities of the position; demonstrates knowledge and skill in the operation of equipment required for job; maintains or enhances current expertise through training; keeps all licenses/certifications current; prepares complete and technically accurate reports or records when required.

Additional Supervisory Expectations: Applies knowledge of personnel policies and procedures; applies methods for motivating employees; demonstrates working knowledge of organization and operations; participates in professional/supervisory department initiatives; enhances own professional development.

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Knowledge and application of policies, methods and procedures N S E B. Manual, equipment operation, and equipment maintenance N S E C. Knowledge of acceptable/completed work products N S E D. Currency of knowledge (e.g., training and licenses, when applicable)	

OTHER COMMENTS

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ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

9. CITY TRAINING/GOAL ACCOMPLISHMENT

Description: Includes participation by the employee in all Department and City-wide training programs/courses and the demonstration to meet the responsibility and requirements of training; employee's initiative to set goals both long and short-term for themselves professionally as well as their Department and City operations on whole; to achieve set goals and examine the effectiveness of goals.

Expectations: Attendance at training meetings, courses and other training curriculum to enhance the employees work performance and abilities; to set on a yearly basis individual and Departmental or City goals which can be achieved; examine and evaluate the results and plan future goals.

Additional Supervisory Expectations: Ability to apply training initiatives and materials learned in a supervisory capacity to employee groups/teams and apply learned methods to the development and enhancement of the organization and its operations; participate in appropriate supervisory training and initiatives. Provide development of more in-depth short and long-term goals for the organization; assist in the evaluation of such goals and produce self-initiatives for the professional development of one's supervisory capacity.

CONSIDER	Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance
N = needs work S = satisfactory E = excellent N S E A. Currency and attendance of training courses/classes N S E B. Motivation to progress in one's professional development through offered training courses/classes N S E C. Producing and setting realistic individual and group goals N S E D. Achievement of goals and assessment of goals reached and goals not reached	

OTHER COMMENTS

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10. OVERALL PERFORMANCE

ENTER RATING (1 low, 5 high)
***You may use half ratings (e.g. 2.5, 3.5)**

Description: To arrive at an overall evaluation of the employee's performance, supervisors consider the relative importance of each work goal and competency with its relative weight. Moreover, supervisors should consider performance and accomplishment that furthered the goals/objectives of the organization, contributions above and beyond completion of basic work assignments and completion of or contribution to special projects.

Description of Actions and Behaviors that Strengthened/Weakened Employee's Performance and Goals Accomplished	Employee Comments Regarding This Evaluation

GOALS AND CAREER DEVELOPMENT

Description: Provide appropriate information with regard to the employee's career development and the review and evaluation of previous goals and the establishment of future goals.

PREVIOUS GOALS
FUTURE GOALS – 1 TO 3 YEARS Prioritize: (A) highest, (B) high, (C) important and so on

GOALS AND CAREER DEVELOPMENT (CONTINUED)		
Employee's current position (by Title):		
Employee's previous position (by Title, up to 2 previous):		
In the Employee's career development what is his/her next logical position and when would the employee be ready to accept such a position (by Title)		
What future position does the employee aspire to reach w/in the organization? (by Title)		
What future training (department specific) does the Employee need to advance or enhance their current position? (by Title or Subject and Date if applicable)		
What future City-wide training would this Employee like to see offered? (by Title or Subject)		
Other General Comments with Regard to Goals and Career Development		

Employee:

Who's Position Title Is:

Has An Overall Rating Of (MAX): _____

And Thus Has A Performance Ranking Of: _____

<p>PERFORMANCE EVALUATION RANKINGS ARE:</p> <p>90% and above = Pursuit of excellence 80% to 89% = Outstanding 70 to 79% = Satisfactory Below 70% = Failing</p>
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Employee Signature: _____

Date: ____/____/____

Supervisor Signature: _____

Date: ____/____/____

Department Head Signature: _____

Date: ____/____/____

City Manager/Director H.R.: _____

Date: ____/____/____