### Montgomery County Fire & Rescue Service

## Individual Performance Planning and Assessment Form

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| **EMPLOYEE INFORMATION** | | | | | |
| Employee Name**:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Oracle Employee ID# (from Payslip): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Hire/Anniversary Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | Rank/Position: **Fire Fighter II**  Station/Unit/Shift: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | |
| Supervisor Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Additional Feedback supplied by: (list) | | Reviewing Official Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | |
| Type of Appraisal (Check)  Annual  Interim | | Review Period  **From:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **to** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | |
| **DOCUMENTATION SIGNATURES** | | | | | |
| **Activity to be documented** | | **Date** | | **Signature** | |
| Performance Plan Finalized\* (Employee) | |  | |  | |
| Performance Plan Finalized (Supervisor) | |  | |  | |
| Optional Mid Year Progress Discussion (Employee) | |  | |  | |
| Optional Mid Year Progress Discussion (Supervisor) | |  | |  | |
| Evaluation Reviewed by Employee\* | |  | |  | |
| Evaluation Finalized by Supervisor | |  | |  | |
| Evaluation Reviewed by Reviewing Official | |  | |  | |
| **ACKNOWLEDGEMENT OF RECEIPT OF PLAN AND EVALUATION** | | | | | |
| \*Your signature indicates that you have read and discussed this evaluation with your supervisor, but does not necessarily indicate that you agree with the comments or overall evaluation. You may write any comments you would like to make in the space below or on a separate sheet you attach to this form. | | | | | |
| **OVERALL RATING** | | | | | |
| Exceptional  Above Expectations | | | Meets Expectations  Does Not Meet Expectations (DNME) | | |
| **DEVELOPMENTAL ACTION PLAN** For expectations receiving a DNME on the prior appraisal | | | | | |
| Expectation Group Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Action Plan for Improvement: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Re-assessment date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | |
| **CAREER DEVELOPMENT GOAL (OPTIONAL)** CAREER OUTLOOK DISCUSSION (not included in rating) | | | | | |
| Career Goals & Training Plan: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Year End Accomplishment Summary \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | |
| PROGRESS DISCUSSION NOTESTO DOCUMENT THE MID-YEAR PROGRESS DISCUSSION | | | | | |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | |
| **OVERALL COMMENTS\***  Immediate Supervisor and Employee ONLY. | | | | | |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | |
| **MANDATORY COMPETENCIES** | | | | | |
| **Competency** | **-Mandatory: Racial Equity and Social Justice (New)** | | | | |
| **Description** | **Racial Equity and Social Justice (RESJ)** involves complying with applicable laws and regulations to dismantle structural racism within County Government. It is an intentional and ongoing process aimed at reducing and eliminating racial disparities while ensuring equitable outcomes for all. It includes activities aimed at identifying and addressing racial disparities and promoting equitable outcomes for historically oppressed people and communities. It also involves changing policies, practices, systems, and structures to remove barriers, redress historical inequities, elevate community voices, and ensure equitable treatment of everyone. | | | | |
| **Behavior Indicator** | Contributes to departmental and countywide RESJ goals. Demonstrates understanding of the racial equity and social justice framework within the workplace and community. Speaks out against instances of systemic racism or organizational practices that may exclude people based on race, gender, ability, etc. Takes action that shows consideration for cultural concerns and expectations. Follows established procedures, programs, or policies to support racial equity and inclusion in everyday work. Participates in learning opportunities on RESJ, and applies learning to everyday work and/or projects. | | | | |
| **Behavior Indicator - Rating Levels** | | | | | |
| Does Not Meet  Expectations\* | Displays unprofessional behavior or negative decorum. Actions are detrimental to the image of the fire service. Improperly discloses confidential information. Rarely demonstrates behaviors consistent with this competency. Performance of this competency frequently results in inadequately or unintended outcomes. | | | | |
| Meets  Expectations | Shows consideration to the citizens involved in a given incident. Provides comfort and assistance, and is respectful of the property and feelings of those involved in incidents. Focuses on the customer's needs. Attempts to elicit information and cooperation. Presents a positive image of the Fire and Rescue Service. Understands and supports RESJ procedures. Understands and supports departmental policy on release of information. Usually demonstrates most of the behaviors consistent with this competency. Performance usually results in positive outcomes. Represents a “typical” employee. | | | | |
| Above  Expectations | Always demonstrates the behaviors associated with this competency. Treats all people, regardless of ethnic, religious, or cultural background with respect. Takes time to listen, and provide comfort and reassurance. Performs job in such a manner that it enhances the reputation of the Fire and Rescue Service. Performance frequently results in very positive outcomes. Occasionally serves a coach to others. | | | | |
| Exceptional | Consistently goes beyond the behaviors associated with this competency. Performance overwhelming results in outstanding outcomes. Receives letters of commendation. Makes an extra effort to seek, understand and take cultural differences and customer needs into account. Consistently strives to improve the image of the fire service. Actively engaged in public relations efforts or projects. Routinely serves as a “role model” and contributes to other’s success. | | | | |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | | | | | |
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| **Competency** | | **-Mandatory: Safe Work Environment\*\*** |
| **Description** | | **Office/Internal Environment Safe Work Environment** in an office/internal setting involves taking actions to ensure that employees and citizens are relatively free from safety hazards by proactively identifying safety issues and concerns, ensuring that file cabinet drawers are closed when they are not in use and carpeting is not torn and cords are not exposed in order to prevent accidents from occurring.  **External Environment Safe Work Environment** in an external setting involves taking actions to ensure that employees and citizens are relatively free from safety hazards by proactively identifying safety issues and concerns, ensuring employees follow special or strict safety procedures and/or precautions, and/or use special equipment, such as hard hats, respiratory masks, insulated or protective clothing and/or footwear, gloves, shields and ear protectors. |
| **Behavior Indicator - Rating Levels** | | |
| Does Not Meet  Expectations\* | | Rarely demonstrates behaviors consistent with this competency. Performance of this competency frequently results in inadequately or unintended outcomes. |
| Meets  Expectations | | Understands and supports departmental policy. Usually demonstrates most of the behaviors consistent with this competency. Performance usually results in positive outcomes. Represents a “typical” employee. |
| Above  Expectations | | Always demonstrates the behaviors associated with this competency. Performance frequently results in very positive outcomes. Occasionally serves a coach to others. |
| Exceptional | | Consistently goes beyond the behaviors associated with this competency. Routinely serves as a “role model”. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | | |
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| ***\*\*NOTE:*** ***“Meets Expectation”*** *is an appropriate rating for this competency.* | | |

**Instructions:** Read all Performance Rating Category descriptions. Check the category which most consistently describes the typical performance of the employee. Take rank and experience into account. Before considering the next higher rating, the employee should be performing all aspects of the lower rating category. If the employee has not had sufficient opportunity to demonstrate this skill or you have no information on their performance, DO NOT provide a rating. Indicate as “Not Applicable.”

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| **CRITICAL SKILL: Customer Relations** | |
| **Expected Outcome**: Accommodation of religious, cultural and language differences. Employee uses appropriate language/behavior to be non threatening and understood by citizen/patient. Maintains confidentiality. Appearance is neat and in conformance with the uniform and grooming policy. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Displays unprofessional behavior or negative decorum. Fails to comply with uniform and grooming standards. Dept. has received unfavorable feedback from the public. Actions are detrimental to the image of the fire service. Improperly discloses confidential information. |
| Meets  Expectations | Shows consideration to the citizens involved in a given incident. Provides comfort and assistance, and is respectful of the property and feelings of those involved in incidents. Focuses on the customer's needs. Attempts to elicit information and cooperation. Presents a positive image of the Fire and Rescue Service. Understands and supports departmental policy on release of information. |
| Above  Expectations | Treats all people, regardless of ethnic, religious, or cultural background with respect. Takes time to listen, and provide comfort and reassurance. Performs job in such a manner that it enhances the reputation of the Fire and Rescue Service. |
| Exceptional | Receives letters of commendation. Makes an extra effort to seek, understand and take cultural differences and customer needs into account. Consistently strives to improve the image of the fire service. Actively engaged in public relations efforts or projects. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **CRITICAL SKILL: Hose Lines & Fire Attack** | |
| **Expected Outcome**: Safe, quick, and effective use of hand lines, nozzles, and water patterns for fire suppression. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Unable to describe and perform various layouts. Unfamiliar with lengths and sizes and often makes the wrong selection. Makes errors in execution of standard evolutions. Needs constant direction in hose, nozzle type, and water deployment. |
| Meets  Expectations | Properly pulls/carries, deploys and repacks various sized hand lines. (e.g. 2 1/2" line, 1 3/4" hose line) |
| Above  Expectations | Consistently deploys proper stream for fire attack. |
| Exceptional | Deploys standard evolutions quickly and safely. Trouble shooting and creativity demonstrated. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **CRITICAL SKILL: Ladders** | |
| **Expected Outcome**: Safe, quick, effective use of ladders for fire suppression and rescue. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Can not identify type, component, use or safe deployment of ladders. Fails to use ladders appropriate to situation. |
| Meets  Expectations | Consistently identifies type, component and use of all ladders. Can select or deploy correct ladder/size for situation. Places ladder in proper position for safe use according to Dept. standards. |
| Above  Expectations | Inspects and cleans ladders on regular basis. Identifies and reports problems requiring maintenance. |
| Exceptional | Is exceptionally safe and quick in use of ladders. Taps knowledge base from recruit school. May have learned and completes maintenance as a collateral duty. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **CRITICAL SKILL: Personal Protective Equipment (PPE)** | |
| **Expected Outcome**: PPE and SCBA that are readily available, properly maintained and donned to ensure maximum safety and readiness. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | PPE is not properly checked out and maintained. Employee lacks required PPE. Unable to don equipment quickly and correctly. Must be prompted to don PPE. |
| Meets  Expectations | PPE is readily available and properly maintained. Correctly identifies use and components of SCBA. Is able to don PPE properly in a timely fashion. Dons PPE as appropriate without being directed. |
| Above  Expectations | Regularly inspects equipment and takes appropriate steps to ensure equipment is well maintained. Assists others with PPE maintenance procedures. |
| Exceptional | Has studied procedures for SCBA and PPE, may assist in collateral duty of maintaining monthly inspections and cleanings. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Apparatus and Equipment Knowledge** | |
| **Expected Outcome**: Rapidly mitigates situation with quick and accurate retrieval and use of equipment to its maximum capability. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Is unable to quickly retrieve and use requested equipment without help; is unfamiliar with inventory and location of equipment on apparatus. |
| Meets  Expectations | Demonstrates knowledge of equipment location on all apparatus at their assigned station, and can use it safely and correctly. |
| Above  Expectations | Anticipates the officer's needs; Retrieves appropriate equipment without direction. Seeks to improve skills and knowledge of equipment on variety of apparatus. |
| Exceptional | Expert level of knowledge and use of equipment on all types of apparatus in the County's inventory. Encourages and helps other employees to improve their skill and knowledge. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Area Knowledge** | |
| **Expected Outcome**: Safe, quick, effective and efficient response to incidents. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Not knowledgeable of area, including major intersections, makes little or no effort to study; has trouble using maps and finding locations. |
| Meets  Expectations | Familiar with geographical area of responsibility as demonstrated by knowing major street locations and routes to hospitals. Can read map accurately and quickly. |
| Above  Expectations | Actively participates in area and pre-incident plan reviews. Knows some automatic systems and/or standpipes in structures within the first-due area and knows proper placement of apparatus for these buildings. Has a working knowledge of Box Alarm areas. |
| Exceptional | Has in-depth knowledge of automatic systems and/or standpipes within the first due area and has general knowledge of area and automatic systems and/or standpipes in buildings beyond the first-due area and is able to use resources provided to locate same. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Dependability** | |
| **Expected Outcome**: Ability to respond to incidents calmly and with a steady focus. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Easily becomes agitated and emotional in high-stress situations. Has difficulty following orders in critical situations. Exhibits unsafe, chaotic and unorganized actions. |
| Meets  Expectations | Stays focused under pressure and accommodates changes quickly. Makes good decisions. Keeps emotions under control in high stress situations. |
| Above  Expectations | Demonstrates good critical thinking and problem solving in stressful situations. |
| Exceptional | Can be counted on to keep others on track and calm others. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Driving-operation** | |
| **Expected Outcome**: Safe driving and operation of apparatus. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Fails to consistently use due regard when responding to incidents. At fault incidents may have occurred. Other staff have complained. Driving errors observed. |
| Meets  Expectations | Demonstrates safe, defensive, courteous driving habits, following established procedures while driving. |
| Above  Expectations | Properly secures vehicles when parking. No "At-Fault" incidents. Serves as a role model for others. |
| Exceptional | Demonstrates the highest degree of consideration for the safety and welfare of the citizens, staff and apparatus. Provides assistance to others in improving driving habits. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **EMS - Patient Management and Skills** | |
| **Expected Outcome**: Demonstrating proper patient management and care using appropriate protocol. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Often unable to prioritize and determine appropriate care needed. Poor and/or slow performance of EMS skills and protocols. Does not recognize signs and symptoms indicating the need for patient care. Is not customer focused in care (i.e.. poor 'bed-side manner"). |
| Meets  Expectations | Makes appropriate decisions regarding patient care. Has a working knowledge of the EMS equipment, inventory, and use. Complies with EMS, MD START Triage, and MCI protocol |
| Above  Expectations | Demonstrates good patient management, even in multiple casualty situations. Becomes familiar with new equipment. Can apply appropriate protocols as indicated by the patient's condition. |
| Exceptional | Performs EMS procedures with high quality, speed and accuracy. Knows capabilities of local hospitals and specialty areas. Assists others in improving skills. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **EMS-communications** | |
| **Expected Outcome:** Effective consultation when required by protocol. Communications with hospital staff/ECC/EMRC are concise, and organized. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Report to hospital is extremely disorganized and incomplete. Hospital staff is regularly unable to discern the patient’s condition and/or chief complaint from the provider’s verbal report. Frequently fails to use correct EMS channels. |
| Meets  Expectations | Hospital Communications are complete and understandable. Information is given in a logical order. Orders are repeated back for verification. |
| Above  Expectations | Hospital communications are organized, concise, and delivered at a pace that facilitates recording by ED staff. Additional information is rarely requested by hospital personnel due to the anticipation and actions of the EMS provider. |
| Exceptional | The EMS provider has flexibility to vary hospital reports according to the nature of the call. These reports can be extremely descriptive in nature for obscure medical problems and extremely brief and to the point for critical patients. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Forcible Entry** | |
| **Expected Outcome**: Quick and safe use of forcible entry for fire suppression and rescue. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Frequently unable to gain quick entry. Takes risks and endangers others. Often fails to remove glass and debris or creates unsafe environment. Is unfamiliar with equipment. |
| Meets  Expectations | Can describe and demonstrate various forcible entry methods. Is knowledgeable of tools and their use in forcible entry. |
| Above  Expectations | Broad knowledge of the different types of doors, windows, entry points, and methods results in safe access to patient or fire with minimal damage. |
| Exceptional | Knows and uses multiple techniques for entry. Anticipates the officer's needs. Assists others in forcible entry methods voluntarily. Steps up when others are confused. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Incident Response** | |
| **Expected Outcome**: Decisions are appropriate and consistent with the situation and MCFRS policy and procedures. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Fails to recognize emerging problems. Fails to follow procedures. Makes the same mistakes repeatedly. Unable to make simple decisions independently. |
| Meets  Expectations | Recognizes emerging problems and changing situations. Makes appropriate adjustments to decisions and actions in order to meet changing situational needs and minimize effects. |
| Above  Expectations | Anticipates the unexpected-Alert to rapidly changing conditions and resources and adapts course of action accordingly. Communicates and updates the officer in a calm manner. |
| Exceptional | Fast, flexible responses to changing situation. Rapidly obtains and evaluates pertinent information to anticipate and prevent problems, and proposes alternative solutions. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Physical Fitness** | |
| **Expected Outcome**: Physical ability to respond and perform required tasks quickly without compromise of safety. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Will not participate in physical fitness without direct order. Can not accomplish tasks because of poor physical condition. |
| Meets  Expectations | Quickly performs all activities. Participates in physical fitness to maintain physical ability. |
| Above  Expectations | Participates in additional physical fitness activities to improve physical conditioning. |
| Exceptional | Motivates others by example to participate in physical fitness. May act as a peer fitness trainer. May participate in additional activities such as physical fitness competitions. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Ropes** | |
| **Expected Outcome**: Safe, effective and efficient selection and use of ropes in fire and rescue operations. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Fails to correctly select appropriate rope (utility vs. load bearing life line). Needs assistance to tie basic knots. Compromises safety in use of ropes and knots. |
| Meets  Expectations | Selects correct rope for situation; knows basic knots. |
| Above  Expectations | Demonstrates understanding of basic rope systems, such as mechanical-advantage systems. |
| Exceptional | Helps others learn knots. Can build hauling system for variety of situations. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Station Duties** | |
| **Expected Outcome**: Employee's assigned area of the building and grounds of Fire Station are clean, safe and good work environment. Participates in station maintenance activities. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Rarely performs assigned station maintenance or performs assignments in an unsafe, haphazard manner. Work usually has to be redone. Needs encouragement to begin housework or has to be followed up to ensure completion |
| Meets  Expectations | Performs all assigned station maintenance activities in a timely and appropriate manner without follow-up supervision being needed. Completed work is of an acceptable quality (areas are thoroughly cleaned, repairs are done correctly, etc.) |
| Above  Expectations | Performs all assigned station maintenance activities in an excellent manner without supervision, and assists others in a team approach. Reports problems or potential needs of the assigned areas for future activities to the supervisor. |
| Exceptional | Performs all assigned station maintenance activities in an outstanding manner without supervision. Assists others, reports potential problems, and during times other than scheduled activity periods will work on unassigned activities around the station (both buildings and grounds). |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Teamwork** | |
| **Expected Outcome**: Respect, acceptance, and cooperation with co-workers. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Fails to take others needs, feelings, gender, and cultural differences into consideration. Makes statements or exhibits behaviors which result in conflicts and complaints. Engages in verbal confrontations with others. |
| Meets  Expectations | Treat co-workers with respect, e.g. does not use derogatory or demeaning terms, and respects opinions and contributions of others. Contributes to the success of the team by helping without specific direction. |
| Above  Expectations | Focuses on performance rather than personality in relating to others. Works cooperatively and collaboratively. Shows appreciation for contributions of others. |
| Exceptional | Helps others to resolve conflicts and create a positive work environment. Mentors by example with outstanding performance and teamwork. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Technology, CAD, RMS, Radio and MDC** | |
| **Expected Outcome**: Clear and effective use of the radio systems, Emergency Mobile Data Computer (MDC), Records Management System (RMS) and CAD for quick, appropriate incident response and transport. Keeps radios at an audible level. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Fails to use MDC and AVRR; Needs help determining correct radio channel. Slow to respond to ECC. Fails to use appropriate radio etiquette. Receives negative feedback from ECC and others. Often turns the radio's volume too low or off. |
| Meets  Expectations | Correctly uses radio and other communication equipment (ex. change talk groups, zones and use of EBS). Uses the State radio system as needed. Uses the MDC and AVRR standard functions correctly. Effectively uses the CAD, MDC, and RMS for information retrieval and recordation. |
| Above  Expectations | Demonstrates understanding of advanced equipment functions and uses it to its fullest potential. Efficiently uses resources for ECC contact, hospital notification and consultation, record keeping, etc. |
| Exceptional | Ability to use technology enhances operational readiness and efficiency. Make recommendations to IT staff for improvements. Helps others improve their use of technology. Has an in-depth knowledge of the manual and computerized data collection and retrieval system of MCFRS. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Technology, Computer** | |
| **Expected Outcome**: Effective use of automation resources such as e-mail and MCFRS On-Line for information and updates. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Violates County and MCFRS automation, Internet, intranet, and e-mail policies and procedures and directives; has large backlog of unread email. E-mail account is often over size-limit. |
| Meets  Expectations | Complies with County internet / intranet automation policy, checks email daily / minimal number of unread messages; is knowledgeable of current information. |
| Above  Expectations | Can use other MCFRS & County software resources. Seeks to improve skills through IT training courses. |
| Exceptional | Helps others to use automation tools; possesses advanced knowledge of software used by MCFRS. May teach IT training courses. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Training** | |
| **Expected Outcome**: Active participation in drills and training. Focuses on improvement of knowledge, skills, and abilities. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Will not participate in drills and training without a direct order. Lack of participation in training results in diminished job competencies. Is disruptive during training. |
| Meets  Expectations | Actively participates in drills and training to improve all skills and abilities such as map reading, area knowledge, and equipment use. |
| Above  Expectations | Provides input and assists with drills and training. Seeks out opportunities to attend or provide drills and training. |
| Exceptional | Motivates others by example to participate in drills and training. Develops and conducts drills and training. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Water Supply** | |
| **Expected Outcome**: Safe, quick, and effective use of supply line initiation and expansion. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Often unable to integrate various supply lines by using adaptors. Frequent errors have been documented. |
| Meets  Expectations | Working knowledge and proficiency of supply lines and adaptors. Can establish water supply in both rural and urban settings. |
| Above  Expectations | Good knowledge of all types of LDH. Anticipates and is able to expand supply without direction. |
| Exceptional | Expert level knowledge and use of a variety of techniques/equipment to meet the specific scene needs. Can locate static water sources in numerous locations. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Work Ethics** | |
| **Expected Outcome**: A high level of independence, self-direction and persistence in the employee's commitment to excellence in team, collateral duties, and personal performance. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Will not perform tasks without constant direction and supervision. Has received repeated counseling sessions for failure to follow directions. Response to suggestions, directions, and other guidance is poor and generally not effective. Displays lack of respect for superiors, is uncooperative and/or insubordinate. |
| Meets  Expectations | Works steadily to meet commitments with average amount of supervision. Infrequently requires prompts to follow routine procedures. Tasks are completed thoroughly and on time. Ethical and trustworthy. Response to suggestions, directions, and other guidance is appropriate. Accepts and successfully performs collateral duties as assigned. |
| Above  Expectations | Results Oriented. Observes what needs to be done and takes appropriate action without instruction. Rarely requires prompts or direction. Uses time wisely and productively. Is able to recognize mistakes and makes necessary remediation without direction or supervision. |
| Exceptional | Seeks excellence in all areas. Actively seeks and makes recommendations to improve self and operations. Employee's actions reflects positively on station and department. Seeks out opportunities to enhance job knowledge, skills and abilities. Helps other employees avoid mistakes and helps others remediate without supervisor intervention. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Written Communication** | |
| **Expected Outcome**: Ability to draft clear and concise written communications such as memorandums, justifications, reports, and records. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Displays insufficient knowledge of the standard forms and records required. Does not complete reports and records in an accurate, timely manner. Written work contains grammar error, and requires editing and correction to improve accuracy and completeness. |
| Meets  Expectations | Completes all routine forms and records required. Includes a detailed written narrative on Incident reports that is informative for future use. Correct use of grammar and spelling. Uses appropriate vocabulary. Prepares accurate and understandable emails or records in a timely and complete fashion as prescribed by policy. Infrequently requires clarification or correction. |
| Above  Expectations | Consistently completes all forms and records required of current position in a very accurate, thorough and legible manner. Always includes a very descriptive narrative on incident reports. Is familiar with the record storage and retrieval system used by the Department. Uses software tools such as grammar and spell check to insure accuracy. Writing is concise and clear. May be called upon to prepare memorandums for the officer's signature. |
| Exceptional | Assists with the development of procedures and publications which are easily understood by all readers. Always completes forms and reports in an extremely accurate, thorough and legible manner. Often assists and can complete incident and administrative records required of superior positions. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Specialty Team Assignment** | |
| **Expected Outcome**: Rapid response, deployment of resources, and mitigation of hazardous situations. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Fails to follow applicable standards and requirements in NFPA, FEMA, CFR, MCFRS protocol completely and accurately. Has not successfully completed all required training. Certifications are not current. Requires direction on basic skills during incidents. |
| Meets  Expectations | Attends training. Shows some initiative to acquire additional training. Requires limited supervision on incident scenes. |
| Above  Expectations | Attends and provides input at training. Requires little supervision at incident scenes. Seeks additional training opportunities on a frequent basis. |
| Exceptional | Consistently attends training. Can be counted on to provide direction to less experienced members. Maintains all certifications. Completes all recertification requirements with little direction. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
| **Language Differential** | |
| **Expected Outcome**: Employee provides service in a language other than English. | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | Citizens/patients appear not to understand despite repeated attempts. They fail to follow instructions and appear more confused and upset. |
| Meets  Expectations | Citizens promptly comply and behave in a cooperative and relaxed manner nearly all the time. Employee makes effort to maintain language skills. |
| Above  Expectations | Employee has received positive feedback on assistance provided. Employee seeks opportunities to enhance language skills. |
| Exceptional | This employee sought out to provide language assistance, even when other options are available. |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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| **Supplemental Goal** | |
| **Expected Outcome**: Performance of (insert) is satisfactory when (insert). | |
| **Check Performance Rating Category** | **Performance Description** |
| Not Applicable | |
| Does Not  Meet  Expectations\* | optional: |
| Meets  Expectations | Required description: |
| Above  Expectations | optional: |
| Exceptional | optional: |
| **\*Comments (**Comments supporting a DNME rating are REQUIRED.) | |
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Count by rating category. Go to Page 1 and check the overall rating as indicated by the most frequently occurring rating category.

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| Rating Category | Count |
| Not Applicable |  |
| Does Not  Meet  Expectations\* |  |
| Meets  Expectations |  |
| Above  Expectations |  |
| Exceptional |  |