Appendix B

ICS 225 Incident Personnel Performance Rating

INCIDENT PERSONNEL PERFORMANCE RATING

INSTRUCTIONS: The immediate job supervisor will prepare this form for each subordinate. It will be delivered to the planning section before the rater leaves the fire. Rating will be reviewed with employee who will sign at the bottom.

THIS RATING IS TO BE USED ONLY FOR DETERMINING AN INDIVIDUAL'S PERFORMANCE

1. Name: Sam Turner	2. Fire Name and Number: Lockheed (CA-CZU-007246)
3. Home Unit (address): Monterey Fire Department, 6318 Pacific St.	4. Location of Fire (address): Bonny Doon CA

5. Fire Position	6. Date of Assignment	7. Acres Burned	8. Fuel Type(s)
STEN (+)	From: 8/12/09 To: 8/16/09	4000	6, 10

9. Evaluation

Enter X under appropriate rating number and under proper heading for each category listed. Definition for each rating number follows:

0 - Deficient. Does not meet minimum requirements of the individual element.
DEFICIENCIES MUST BE IDENTIFIED IN REMARKS.

1 - Needs to improve. Meets some or most of the requirements of the individual element.
IDENTIFY IMPROVEMENT NEEDED IN REMARKS.

2 - Satisfactory. Employee meets all requirements of the individual element.

3 - Superior. Employee consistently exceeds the performance requirements.

Rating Factors	Hot Line				Mop-Up				Camp				Other (specify)			
	0	1	2	3	0	1	2	3	0	1	2	3	0	1	2	3
Knowledge of the job			X				X					X				
Ability to obtain performance			X				X				X					
Attitude				X			X				X					
Decisions under stress				X			X				X					
Initiative			X					X				X				
Consideration for personnel welfare				X				X				X				
Obtain necessary equipment and supplies			X				X				X					
Physical ability for the job			X				X				X					
Safety				X				X			X					
Other (specify)																

10. Remarks

Sam did an outstanding job as a STEN(+). Prior to arriving at rendezvous, Sam had already done some preparation, putting together a packet of information (weather forecasts, maps, and information about the history of the fire thus far). He has a good a command presence and worked well with strike team personnel. His safety briefings were pertinent to the conditions and covered all of the important information. Sam's coordination with neighboring strike teams during firing operations was excellent and key to the safety/success of the operation. Sam is ready to be qualified as a strike team leader.

11. Employee (signature) This rating has been discussed with me: Sam Turner	12. Date: 8/16/09

13. Rated By (signature)	14. Home Unit (address)	15. Position of Fire	16. Date
Neil Davenport	6318 Pacific St. Monterey CA 93940	STEN	8/16/09

ICS 225 NFES 1576

SAMPLE