

PAYROLL CHANGE REPORT

| | | | |
|------------------|---------------------------------|-----------------|----------------|
| Today's Date: | <u>11/1/2018</u> | Effective Date: | <u>NA</u> |
| Hire Date: | <u>5/25/2018</u> | Hours Worked: | <u>6 Month</u> |
| Employee's Name: | <u>Ahmed Mohamed- 3rd Shift</u> | | |
| Department: | <u>Sanitation</u> | | |

| CHANGE (S) | | FROM | TO |
|------------|--------------------|---------|---------|
| X | Rate | \$11.90 | \$11.90 |
| | Shift Differential | \$1.50 | \$1.50 |
| | Total | \$13.40 | \$13.40 |

| REASON (S) FOR THE CHANGE (S) | | | | | | |
|---------------------------------------|---------|---------|--------|----------|--------|--------|
| Seniority Increase (Circle One) | 3 Month | 6 Month | 1 Year | 18 Month | 2 Year | Annual |
| Merit Increase | | | | | | |
| Other-Job Transfer/Promotion Increase | | | | | | |

| ADDITIONAL COMMENTS |
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| Five Unexcused Absences- No Raise due to Attendance |

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|---------------------|--|-------|-----------------|
| Authorized by: | <u><i>Tim Holt</i></u> (Department Manager) | Date: | <u>11/2/18</u> |
| Guideline verified: | <u><i>Nichol Wasick</i></u> (Human Resources) | Date: | <u>10-31-18</u> |
| | <u><i>POE + J1</i></u> (GM Authorization) | Date: | <u>11/2/18</u> |

*NCW
11-2-18*



Hourly Performance Appraisal

| | |
|-------------------------------------|--|
| Employee Name: Ahmed Mohamed | Hire Date: 5/25/2018 |
| Department: Sanitation | Evaluation Period: 6 Month |
| Supervisor: Tim Holt | Review Due Week of: 11/26/2018 Review Date: Click here to enter a date. |

Performance Rating Categories: Consider the employee’s performance in each category and designate the level of performance that most accurately describes his/her job performance.

O – Outstanding. Employee consistently exceeds position expectations with virtually no detected preventable/controllable errors, requiring little or no supervision.

M – Meets Expectations. Competent and dependable performance level. Meets the performance standards and objectives without Constant follow-up direction

E – Exceeds Expectations. Results clearly exceed position requirements on a regular basis.

I – Improvement Needed. Employee does not meet performance objectives on a regular basis and has difficulty following through with tasks. Requires constant follow-up and/or supervision.

GENERAL FACTORS

1. Quality- The extent to which an employee’s work is completed thoroughly and correctly following established process and procedures.

- Outstanding
 Exceeds Expectations
 Meets Expectations
 Needs Improvement

Specific Examples/Comments- Ahmed does a good job of cleaning. I would like to see Ahmed work on improving at pre-op inspection.

2. Productivity/Independence/Reliability- The extent to which an employee produces a significant volume of work efficiently in a specified period of time. Ability to work independently with little or no direction/follow-up to complete tasks/job assignments.

- Outstanding
 Exceeds Expectations
 Meets Expectations
 Needs Improvement

Specific Examples/Comments- Ahmed is a productive worker.

3. Job Knowledge- The extent to which an employee possesses and demonstrates an understanding of the work instructions, processes, equipment and materials required to perform the job. Employee possesses the practical and technical knowledge required of the job.

Outstanding Exceeds Expectations Meets Expectations Needs Improvement

Specific Examples/Comments- Ahmed has good job knowledge for how long he has worked here.

4. Interpersonal Relationships/Cooperation/Commitment- The extent to which employee is willing and demonstrates the ability to cooperate, work and communicate with coworkers, supervisors and subordinates. Employee accepts and responds to change in a positive manner. Accepts job assignments and additional duties willingly, takes responsibility for own performance and job assignments.

Outstanding Exceeds Expectations Meets Expectations Needs Improvement

Specific Examples/Comments- [Click here to enter text.](#)

5. Attendance- The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. Employee's willingness to work overtime as required.

Outstanding Exceeds Expectations Meets Expectations Needs Improvement

No. of Unexcused Absences: **7**

Specific Examples/Comments- Attendance needs to improve.

6. Initiative/Creativity- The extent to which an employee seeks out new assignments, proposes improved work methods, suggests ideas to eliminate waste, finds new and better ways of doing things.

Outstanding Exceeds Expectations Meets Expectations Needs Improvement

Specific Examples/Comments- [Click here to enter text.](#)

7. Adherence to Policy- The extent to which an employee follows company policies, procedures and work conduct rules. Complies with and follows all safety rules and regulations, wears required PPE.

Outstanding Exceeds Expectations Meets Expectations Needs Improvement

Specific Examples/Comments- [Click here to enter text.](#)

Overall Performance- Rate employee's overall performance in comparison to position duties and responsibilities.

Outstanding Exceeds Expectations Meets Expectations Needs Improvement

Complete All of the Following Sections

1. Accomplishments or new abilities demonstrated since last review: Click here to enter text.
2. Specific areas of needed improvement: Improve attendance. Work on being more thorough on pre-op inspection.
3. Recommendations for additional training: Click here to enter text.

Employee's Comments: _____

Discussed/reviewed with employee on: Click here to enter a date. _____ Follow up requested/desired: YES or NO

Manager/Supervisor Signature: Tim Holt Date: 11/30/18

Employee Signature: [Signature] Date: 11/30/18

Would this employee be eligible for a wage increase? Yes: No: No raise due to Attendance

If Yes: Current Salary: \$ Click here to enter text. Raise To: \$ Click here to enter text.

Effective Date: