

# PAYROLL CHANGE REPORT

Today's Date:	<u>3/1/2019</u>	Effective Date:	<u>NA</u>
Hire Date:	<u>3/8/2018</u>	Hours Worked:	<u>1 Year</u>
Employee's Name:	<u>Bapwoch Ochudho</u>		
Department:	<u>Sanitation</u>		

CHANGE (S)		FROM	TO
X	Rate	\$12.75	No Raise Due to Attendance
	Shift Differential	\$1.50	
	Total	\$14.25	\$0.00

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
Nine Unexcused Absences

Authorized by:	<u><i>Tim Holt</i></u> (Department Manager)	Date:	<u>3/4/19</u>
Guideline verified:	<u><i>Nichol Wierick</i></u> (Human Resources)	Date:	<u>2-27-19</u>
	<u><i>[Signature]</i></u> (GM Authorization)	Date:	<u>3/5/19</u>



# Hourly Performance Appraisal

<b>Employee Name:</b> Bapwoch Ochudho	<b>Hire Date:</b> 3/8/2018
<b>Department:</b> Sanitation	<b>Evaluation Period:</b> 1 Year
<b>Supervisor:</b> Tim Holt	<b>Review Due Week of:</b> 3/4/2019 <b>Review Date:</b> 3/13/2019

**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-** Click here to enter text.

**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-** Click here to enter text.

**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-** Bapwoch has learned two areas of cleaning in his three months of working in sanitation.

**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:**

**9**

**Specific Examples/Comments-** Bapwoch needs to work on improving his attendance.

**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: Attendance needs improvement.
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: 3/22/19

Employee Signature: Bryce O. O'Garra Date: 3/22/19

Would this employee be eligible for a wage increase?  Yes:     No: **DUE TO ATTENDANCE**

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

Effective Date: