



## Hourly Performance Appraisal

Employee Name: <i>Luke Hickman</i>	Hire Date: <i>8-9-17</i>
Job Title: <i>Block Worker STR</i>	Evaluation Period: <i>3 month</i>
Supervisor: <i>Nick Linsler</i>	Review Date: <i>due 11-9-17</i>

**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-

*Some errors but keeps on task and does his corrections.*

**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-

*works very good Independently and Reliable ... Always at work on Time*

**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-

*Everyday understands more about the job and duties*

**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-

*Always positive and cooperates with fellow employees*

**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: *0*

Specific Examples/Comments-

*Great 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-

*Needs to work on improving time management... Do this a little more quickly -- keep things moving --*

**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-

*Follows all PPE & safety rules*

**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: \_\_\_\_\_

2. Specific areas of needed improvement: *Computer knowledge need more work on.*

3. Recommendations for additional training: *Computer and Hands on*

Employee's Comments: \_\_\_\_\_  
\_\_\_\_\_

Discussed/reviewed with employee on: 11-13-17 Follow up requested/desired: YES or NO

Manager/Supervisor Signature: *[Signature]* Date: 11-13-17

Employee Signature: *[Signature]* Date: 11-13-17

Would this employee be eligible for a wage increase? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If Yes: Current Salary \$ \_\_\_\_\_ Raise Amount \$ \_\_\_\_\_ Effective Date: \_\_\_\_\_