

# Performance Appraisal

PLEASE PRINT

Employee Name \_\_\_\_\_

Title \_\_\_\_\_

Department \_\_\_\_\_

Employee Payroll # \_\_\_\_\_

Reason for Review ☐ Annual

☐ Promotion

☐ Unsatisfactory Performance

☐ Merit

☐ End of Probation Period

☐ Other

Date employee began present position \_\_\_\_/\_\_\_\_/\_\_\_\_ Date of last appraisal \_\_\_\_/\_\_\_\_/\_\_\_\_ Scheduled appraisal date \_\_\_\_/\_\_\_\_/\_\_\_\_

**Instructions:** Carefully evaluate employee's work performance in relation to the essential functions of the job. Check rating box to indicate the employee's performance. Indicate N/A if not applicable. Assign points for each rating within the scale and write that number in the corresponding points box. Points will be totaled and averaged for an overall performance score.

## Definitions of Performance Ratings

**O – Outstanding** – Performance is exceptional in all areas and is recognizable as being far superior to others.

**V – Very Good** – Results clearly exceed most position requirements. Performance is of high quality and is achieved on a consistent basis.

**G – Good** – Competent and dependable level of performance. Meets performance standards of the job.

**I – Improvement Needed** – Performance is deficient in certain areas. Improvement is necessary.

**U – Unsatisfactory** – Results are generally unacceptable require immediate improvement. No merit increase should be granted to individuals with this rating.

**N/A – Not Applicable** or too soon to rate.

General Factors	Rating	Scale	Supportive Details or Comments
<b>1. Quality</b> – The extent to which an employee's work is accurate, thorough and neat.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>2. Productivity</b> – The extent to which an employee produces a significant volume of work efficiently in a specified period of time.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>3. Job Knowledge</b> – The extent to which an employee possesses the practical/technical knowledge required on the job.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>4. Reliability</b> – The extent to which an employee can be relied upon regarding task completion and follow up.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>5. Attendance</b> – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>6. Independence</b> – The extent to which an employee performs work with little or no supervision.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60

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**Brendan G. Carr**



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