

**PERFORMANCE RATING**

**PATHFINDERS ICS 225©**

**INCIDENT PERSONNEL PERFORMANCE RATING (ICS 225) INSTRUCTIONS:** The job supervisor will prepare this form for each subordinate. Rating will be reviewed with the individual who will sign at the bottom.

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

1. Name Scott P. Lewis	2. Incident Name and Number Greenbrier Command
3. Home Unit (address) Pathfinders Task Force	4. Location of Incident (address) Greenbrier County, West Virginia
5. Position Incident Commander	6. Date of Assignment From: 6/25/16 To: 7/1/16

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

- 3 – Superior: Consistently exceeds the performance requirements.
  - 2 – Satisfactory: Meets all requirements of the individual element.
  - 1 - Needs to improve: Meets some or most of the requirements of the individual element.
  - 0 – Deficient: Does not meet minimum requirements of the individual element.
- DEFICIENCIES MUST BE IDENTIFIED IN REMARKS --- IDENTIFY IMPROVEMENT NEEDED IN REMARKS.

	Daily Operations				Management				Base Duties				Other:			
	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 the welfare of personnel				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)	Public/ Private Partnerships															X

**10. Remarks**  
 As the Agency Administrator for the Greenbrier, I would give my highest recommendation to tasking Scott in to act as an Incident Commander (IC) for a large private facility. His IC leadership consistently was extremely helpful in guiding us towards making the correct decisions. His organization skills plus willingness to share candid advice on sensitive subjects made him a critical asset to our team responsible for our historic facility and its 1,800 employees. His opening doors to unknown public assistance via contracts he helped draft from various government agencies also was invaluable to our facility. The government reimbursements to the Greenbrier via FEMA which we had no idea existed were a surprise to our staff and added an invaluable capability to this DS team. While our owner chose not to exercise all of these options, the \$1+ million in possibilities was surprising. Finally, the Virtual Badge software was easily loaded into 50+ of our staff's phones and was valued for its accuracy and authentication by our insurance adjusters.

11. Responder (Signature & Print) This rating has been discussed with me <i>Scott P. Lewis</i>	12. Date 7/29/16
13. Rated By (Signature & Print) <i>[Signature]</i>	15. Rater's Position Agency Administrator, Executive Director SSCM
	16. Date 7/20/16