

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 White Sulphur Springs Command
3. Home Unit (address) Pathfinders Task Force	4. Location of Incident (address) Greenbrier County, West Virginia
5. Position Incident Commander, Plans Section Chief, Ops Section Chief	6. Date of Assignment From: 7/2/16 To: 7/15/16

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.
 O – 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)																

10. Remarks
 As the Police Chief for the City of White Sulphur Springs with 27 years' experience in law enforcement, I would give my highest recommendation to tasking Disaster Solutions. Seven days after the 1,000 year flood struck, our city was like a deer in the headlights. A senior WV State trooper and a Greenbrier Resort manager told me I had to observe what Scott Lewis was doing for an IMT he formed at the Greenbrier. A day later, with their help and the Greenbrier's permission, Disaster Solutions was under contract with our City by a unanimous emergency vote of our City Council. I then witnessed firsthand how other cities, due solely to their lack of expertise, stepped on land mines of a host of federal rules which prevented them from recovering Public Assistance through FEMA reimbursements. In spite of all the promises of help and assistance from countless public agencies, Disaster Solutions repeatedly proved through its actions that it was the best possible resource any small town or city could rely upon. Hire this team of professionals.

11. Responder (Signature & Print) This rating has been discussed with me <i>Scott P. Lewis</i> Scott P. Lewis	12. Date 7/15/16
13. Rated By (Signature & Print) <i>J. Ranney</i>	15. Rater's Position Chief of Police, White Sulphur Springs
	16. Date 7/15/16