

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.
 - 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)																

10. Remarks
 As the Finance ^{Secretary} Director for the City of White Sulphur Springs, I would give my highest recommendation to tasking Disaster Solutions in to assist in a catastrophic response. Scott's knowledge of procurement and contracting operations following a disaster saved our City \$100's of thousands of dollars. The first \$25,000 Cat B, Emergency Services contract was fully reimbursable from FEMA, and within its first 48 hours, Disaster Solutions was on the road to recovering more than \$250,000 more from FEMA for all the local small businesses who helped during the flood. Our City also has been at the head of the rest of the state's impacted cities and counties in terms of all FEMA Categories of Public Assistance - solely due to Disaster Solutions' efforts and its focus on hiring locals to assist. Disaster Solutions' costs were returned more than ten-fold to our City. Other cities looking to save this emergency expenditure only hurt themselves.

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>Linda J. Coleman</i> LINDA J. COLEMAN	15. Rater's Position Finance ^{Secretary} Director, City of White Sulphur Springs
	16. Date 7/15/16