

PERFORMANCE RATING

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) Public/Private partnerships																

10. Remarks
 As the Mayor and Agency Administrator for the City of White Sulphur Springs, I would give my highest recommendation to tasking Scott Lewis in to act as a short term Incident Commander. I do not know where we would have been had Scott not been tasked to help our small city. His leadership and advice consistently was correct and extremely helpful in guiding us towards making the correct decisions. He was focused on health and safety first, and his management style in a crisis helped calm staff as they worked to focus on the Objectives Scott laid out each day for the various teams to achieve. His organization skills plus willingness to share candid advice on sensitive subjects made him a critical asset to our devastated area.

11. Responder (Signature & Print) This rating has been discussed with me <i>Scott P. Lewis</i>	12. Date 7/15/16
13. Rated By (Signature & Print) <i>Scott E. Bergman</i>	15. Rater's Position Mayor, Agency Administrator
	16. Date 7/15/16