

Appendix D: ICS 225 WF, Sample

INCIDENT PERSONNEL PERFORMANCE RATING		INSTRUCTIONS: The immediate job supervisor will prepare this form for each subordinate. It will be delivered to the planning section before the rater leaves the fire. Rating will be reviewed with employee who will sign at the bottom.															
THIS RATING TO BE USED ONLY FOR DETERMINING AN INDIVIDUAL'S PERFORMANCE																	
1. Name Sam Turner		2. Fire Name and Number Lockheed (CA-CZU-007246)															
3. Home Unit (address) Monterey Fire Department, 6318 Pacific St.		4. Location of Fire (address) Bonny Doon, CA															
5. Fire Position STEN (t)	6. Date of Assignment From: 08/12/11 To: 08/16/11	7. Acres Burned 4000	8. Fuel Type(s) 6, 10														
9. Evaluation																	
Enter X under appropriate rating number and under proper heading for each category listed. Definition for each rating number follows:																	
0 - Deficient. Does not meet minimum requirements of the individual statement. DEFICIENCIES MUST BE IDENTIFIED IN REMARKS.																	
1 - Needs to improve. Meets some or most of the requirements of the individual element. IDENTIFY IMPROVEMENT NEEDED IN REMARKS.																	
2 - Satisfactory. Employee meets all requirements of the individual element.																	
3 - Superior. Employee consistently exceeds the performance requirements.																	
Rating Factors	Hot Line		Mop-Up		Camp	Other (Specify)											
	0	1	2	3	0	1	2	3	0	1	2	3	0	1	2	3	
Knowledge of the job			✓				✓										
Ability to obtain performance			✓				✓										
Attitude				✓			✓										
Decisions under stress				✓			✓										
Initiative			✓				✓					✓					
Consideration for personnel welfare				✓			✓					✓					
Obtain necessary equipment and supplies			✓				✓					✓					
Physical ability for the job			✓				✓					✓					
Safety				✓			✓					✓					
Other (specify)																	
10. Remarks																	
<p>Sam did an outstanding job as a STEN(t). Prior to arriving at rendezvous, Sam had already done some preparation, putting together a packet of information (weather forecasts, maps, and information about the history of the fire thus far). He has a good command presence and worked well with strike team personnel. His safety briefings were pertinent to the conditions and covered all of the important information. Sam's coordination with neighboring strike teams during firing operations was excellent and key to the safety/success of the operation. Sam is ready to be qualified as a strike team leader.</p>																	
11. Employee (signature) This rating has been discussed with me (signature)												12. Date 8/16/11					
13. Rate By (signature)				14. Home Unit (address) 6318 Pacific St. Monterey				15. Position of Fire STEN				16. Date 8/16/11					

Form can be located at:
<https://www.nwccg.gov/publications/ics-forms>