

TENNESSEE VALLEY AUTHORITY

EMPLOYEE APPRAISAL FOR MANAGER AND SPECIALIST EMPLOYEES  
for Fiscal Year ending September 30, 1990

NAME Gary L. Fiser ORGANIZATION LEVEL \_\_\_\_\_  
SSN                      GROUP NP  
TITLE/PG Chemistry & Environmental Supt. OPERATION NGP  
TYPE POSITION (m or s) M DIVISION SON  
MANAGER William R. Lagergren DEPARTMENT Plant

Summary Statement of employee's performance potential:

Gary's management performance has been very good. He can succeed into a  
corporate chemistry management position. Would need to gain detailed systems  
knowledge to go further at plant but has the ability to do so.

SIGNATURES:

<u>W.R. Lagergren</u> MANAGER	W. R. Lagergren (typed name)	<u>11-7-90</u> DATE
<u>W.R. Lagergren</u> NEXT HIGHER MANAGER	C. A. Vondra (typed name)	<u>11-13-90</u> DATE
<u>Gary Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	<u>11-7-90</u> DATE

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EMPLOYEE APPRAISAL - page 2

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
 SSN [REDACTED]

**PART I.A Performance Standards - (To be completed at the beginning of the fiscal year) State the major accountabilities, specific projects and/or assignments on which the employee will be evaluated throughout the fiscal year.**

PERFORMANCE STANDARD TARGET DATE

Chemistry Control Performance:

- |   |           |
|---|-----------|
| 1. Chemistry index <0.22.                           | End of FY |
| 2. Time auxiliary cooling water out of spec <0.10%. | End of FY |
| 3. Dissolved oxygen level (ppb) <2.5.               | End of FY |
| 4. Conductivity (ms/cm) <0.18.                      | End of FY |

Regulatory Performance:

- |   |           |
|---|-----------|
| 1. Personnel error LER <=1.             | End of FY |
| 2. No NRC violations.                   | End of FY |
| 3. Good SALP review.                    | End of FY |
| 4. Good INPO review.                    | End of FY |
| 5. Open CAQRs reduced by 50%.           | End of FY |
| 6. >90% of CAQRs closed within 90 days. | End of FY |
| 7. 100% of NRC commitments met.         | End of FY |
| 8. No missed surveillances.             | End of FY |

SIGNATURES (indication of understanding the performance standards for the next 12 months and that they may be amended at anytime):

<u>W.R. Lagergren</u> MANAGER	W. R. Lagergren (typed name)	11-7-90 DATE
<u>W.R. Lagergren</u> NEXT HIGHER MANAGER	C. A. Vondra (typed name)	11-13-90 DATE
<u>G. L. Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	11-7-90 DATE



EMPLOYEE APPRAISAL - page 2b

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
 SSN                     

**PART I.B Performance Standards Annual Summary - (To be completed at the end of the fiscal year) State the employees accomplishments relative to the major accountabilities, specific projects and/or assignments listed in Part I.A.**

ACCOMPLISHMENT/PERFORMANCE	ACTUAL PERFORMANCE	COMP. DATE
<b>Chemistry Control Performance:</b>		

- |   |     |           |
|---|-----|-----------|
| 1. Chemistry index <0.22.                           | Yes | End of FY |
| 2. Time auxiliary cooling water out of spec <0.10%. | Yes | End of FY |
| 3. Dissolved oxygen level (ppb) <2.5.               | Yes | End of FY |
| 4. Conductivity (ms/cm) <0.18.                      | Yes | End of FY |

**Regulatory Performance:**

- |   |     |           |
|---|-----|-----------|
| 1. Personnel error LER <=1.             | Yes | End of FY |
| 2. No NRC violations.                   | Yes | End of FY |
| 3. Good SALP review.                    | Yes | End of FY |
| 4. Good INPO review.                    | Yes | End of FY |
| 5. Open CAQRs reduced by 50%.           | Yes | End of FY |
| 6. >90% of CAQRs closed within 90 days. | Yes | End of FY |
| 7. 100% of NRC commitments met.         | Yes | End of FY |
| 8. No missed surveillances.             | Yes | End of FY |

EMPLOYEE APPRAISAL - page 2c

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
SSN [REDACTED]


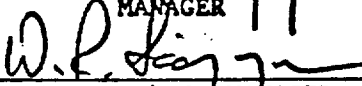
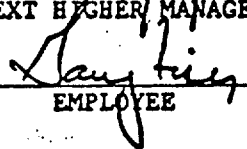
**PART I.B Performance Standards Annual Summary - (To be completed at the end of the fiscal year) State the employees accomplishments relative to the major accountabilities, specific projects and/or assignments listed in Part I.A.**

ACCOMPLISHMENT/PERFORMANCE ACTUAL PERFORM. COMP. DATE

Other Performance: \_\_\_\_\_

1. Overtime hours worked <15%.	Yes	End of FY
2. Overall daily schedule performance 85%.	Yes	End of FY
3. No lost-time injuries.	Yes	End of FY
4. Collective radiation exposure <1.0 manrem.	Yes	End of FY
5. Personnel contamination reports <5.	Yes	End of FY

SIGNATURES (indication of understanding the performance standards for the next 12 months and that they may be amended at anytime):

 MANAGER	W. R. Lagergren (typed name)	11-7-90 DATE
 NEXT HIGHER MANAGER	C. A. Vondra (typed name)	11-13-90 DATE
 EMPLOYEE	G. L. Fiser (typed name)	11-7-90 DATE

EMPLOYEE APPRAISAL - page 3

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
SSN                     

**PART II Behavioral Standards** - (To be revised at the beginning of the fiscal year and evaluated at the end of the fiscal year) The following list those behavioral standards against which each employee should be evaluated. The extent to which they are used will vary depending on the nature of the position of the employee and the type of organization. Others may be added as appropriate.

1. FLEXIBILITY low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
2. DECISION-MAKING low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
3. DEPENDABILITY low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
4. SELF-MOTIVATION low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
5. INFLUENCING OTHERS low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
6. PROBLEM SOLVING AND ANALYSIS low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
7. TECHNICAL/PROFESSIONAL COMPETENCE low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
8. INNOVATING low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_
9. ORAL COMMUNICATIONS low / \_\_\_ / \_\_\_ / \_\_\_ / X / high  
Comments \_\_\_\_\_  
\_\_\_\_\_





EMPLOYEE APPRAISAL - page 4

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
SSN [REDACTED]

**PART III** Employee Appraisal - (To be completed at the end of each quarter)  
Summary statement of the employee's performance during each quarter of the  
fiscal year as noted by the manager and discussed with the employee.

FIRST QUARTER Preparation for INPO good. Handled several personnel issues  
well and managed a down sizing effort well. Chemistry performance good.

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SIGNATURES:

W.P. [Signature]  
MANAGER  
[Signature]  
EMPLOYEE

1-15-90  
DATE  
1-15-90  
DATE

SECOND QUARTER SALP period ended with no weaknesses noted in Chemistry  
other than slowness to incorporate equipment upgrades. Gary has pushed  
upgrade effort well.

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SIGNATURES:

W.P. [Signature]  
MANAGER  
[Signature]  
EMPLOYEE

4-15-90  
DATE  
4-15-90  
DATE



EMPLOYEE APPRAISAL - page 4a

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
SSN [REDACTED]

**PART III Employee Appraisal - (To be completed at the end of each quarter)**  
Summary statement of the employee's performance during each quarter of the fiscal year as noted by the manager and discussed with the employee.

THIRD QUARTER Special NRC audit and INPO audits went very well. Chemistry program has done very well.

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SIGNATURES:  
W.L. [Signature]  
MANAGER

7-15-90  
DATE

EMPLOYEE

DATE

FOURTH QUARTER Continued good performance up to and including start of U2C4 refueling outage.

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SIGNATURES:  
W.L. [Signature]  
MANAGER

11-7-90  
DATE

[Signature]  
EMPLOYEE

11-7-90  
DATE

