

TENNESSEE VALLEY AUTHORITY

EMPLOYEE APPRAISAL FOR MANAGER AND SPECIALIST EMPLOYEES  
for Fiscal Year ending September 30, 1991

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:

*Very organized and has potential to perform at a  
higher management level than Chemistry Superintendent.  
Will rotate to Outage Manager position for UIC's &  
UIC's outages to observe leadership skills outside  
of his area of expertise*

SIGNATURES:

W. R. Lagergren MANAGER W. R. Lagergren (typed name) 1-29-91 DATE  
NEXT HIGHER MANAGER C. A. Vondra (typed name) \_\_\_\_\_ DATE  
Gary Fiser EMPLOYEE G. L. Fiser (typed name) 1-29-91 DATE

0431u

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
2.3.3 Number of open CAQRs <	
MJL-OPS: No. open CAQRs <	09/30/91
<del>GLF Chem: No. open CAQRs &lt;</del> <i>807</i>	09/30/91
2.3.4 Number of late CAQRs < 8% of open No CAQRs in 2nd or 3rd level escalation	End of FY
5.1.11 Conduct chemistry activities to achieve a chemistry index of 0.20 per unit, recognizing this is for nonmorpholine operation.	End of FY
5.2.2 Implement actions as scheduled at Sequoyah from INPO's self-assessment and findings from 1989 evaluation to support the next INPO evaluation in May 1991.	04/30/91
5.2.3 Throughout FY 1991, for any INPO overall or other performance indicator that does not meet established goals for two consecutive months, establish an action plan for approval and implementation within two weeks.	End of FY
5.2.4 Operate in such a manner as to contribute to the INPO overall assessment of "2" or better for SQN.	End of FY
5.2.5 Throughout FY 1991, conduct Sequoyah site operations to meet or exceed goals established for the following:	End of FY
Percentage of Time Auxiliary Cooling Water System Chemistry is out of specification (%) 0.20	End of FY
Condensate dissolved oxygen level (ppb) 2.5	End of FY
Steam generator blowdown cation conductivity (u Siemens/cm) <del>0.15</del> <i>to be determined (based on morpholine STI). 807</i>	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)	1-29-91 DATE
_____ NEXT HIGHER MANAGER	C. A. Vondra (typed name)	DATE
<u>G. L. Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	1-29-91 DATE

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
5.2.10 INPO SOER recommendations will be dispositioned in such a manner that Sequoyah is in the best quartile of the INPO tabulation of "Open SOER recommendations at all plants" following the most current INPO site evaluation.	End of FY
5.3.1 No Levels I, II, and III violations.	End of FY
Less than 15 NRC Levels IV and V violations.	End of FY
5.3.3 Achieve 100% of all commitments to the NRC as scheduled or formal written notification to the NRC prior to original schedule date for items to be rescheduled.	End of FY
5.3.5 Within two months of receipt of the 1991 Systematic Assessment of Licensee Performance (SALP) evaluation, develop and implement a workplan for each SALP category that will bring the overall rating to better than the Region II average.	Within two months of receipt of 1991 SALP evaluation.
5.0.2 Support implementation of the Hazardous Waste Minimization Program at SQN.	End of FY
5.0.3 Support implementation of the plan to upgrade/remove storage tanks at SQN.	End of FY
6.2.1 Conduct site activities at SQN during FY 1991 to achieve a total radiation exposure of:  GLF/CHEM = $\leq$ 1 rem	End of FY
6.2.1 No individual will receive more than a 2-rem whole body exposure as a result of work at SQN.	End of FY

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

<u>D. R. [Signature]</u> MANAGER	<u>W. R. Lagergren</u> (typed name)	<u>1-29-91</u> DATE
_____ NEXT HIGHER MANAGER	<u>C. A. Vondra</u> (typed name)	_____ DATE
<u>[Signature]</u> EMPLOYEE	<u>G. L. Fiser</u> (typed name)	<u>1-29-91</u> DATE

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
6.2.2 Conduct site activities at SQN during FY 1991 to to achieve skin/clothing contaminations less than 1 per 1000 RWF hours.	End of FY
6.2.2 No positive whole body counts greater than report Levels 1 or 2.	End of FY
7.6.6 Reduce by 15 percent the proportionate number of grievances and other employee complaints based on the number of grievances filed during FY 1990 by correcting problems identified in root cause analysis.	End of FY
7.8.3 Complete Individual Development Plans down to PG-5 to support the availability of fully qualified management candidates.	09/02/91
Respond within 30 days of receipt with any corrective action taken or planned to concerns expressed directly, concerns refered through the chain of command, and concerns referred by the Employee Concern Program Staff.	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)	1-29-91 DATE
_____ NEXT HIGHER MANAGER	C. A. Vondra (typed name)	_____ DATE
<u>G. L. Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	1-29-91 DATE

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 PERFORMANCE	COMP. DATE

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

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

_____	W. R. Lagergren	_____
MANAGER	(typed name)	DATE
_____	C. A. Vondra	_____
NEXT HIGHER MANAGER	(typed name)	DATE
_____	G. L. Fiser	_____
EMPLOYEE	(typed name)	DATE

043lu

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

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

NAME G. L. Fiser  
SSN [REDACTED]

TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_

10. WRITTEN COMMUNICATIONS low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

11. SUPERVISING low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

12. TEAMWORK low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

13. PLANNING AND ORGANIZING low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

14. SUPERVISORY IMPARTIALITY low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

15. SUBORDINATE DEVELOPMENT low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

16. ORGANIZATIONAL KNOWLEDGE low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

17. EMPLOYEE COMMUNICATION low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

18. RESOURCE MANAGEMENT low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

19. \_\_\_\_\_ low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

20. \_\_\_\_\_ low / \_\_\_ / \_\_\_ / \_\_\_ / \_\_\_ / high  
Comments \_\_\_\_\_

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EMPLOYEE APPRAISAL - page 4

NAME G. L. Fiser  
SSN [REDACTED]

TITLE/PG Chemistry & Env. Supt. DATE

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 Gray Fiser's organization performed well  
during the U234 outage. Through this period has been  
instrumental in implementing a Morphine density control  
and transitioning to ODCN for Effluent monitoring. Has  
done well with reduced manpower.

SIGNATURES: W.R. Fiser  
MANAGER

1-29-91  
DATE

EMPLOYEE

DATE

SECOND QUARTER Preparation for and performance in this  
Spring's outage IOPD evaluation good. Take personal  
relationship with QA organization needs improvement.  
Because of past good performance will rotate to  
Outage Manager position to broaden experience and  
observe & develop leadership skills.

SIGNATURES: W.R. Fiser  
MANAGER

5-25-91  
DATE

EMPLOYEE

DATE

NAME G. L. Fiser  
SSN [REDACTED]

TITLE/PG Chemistry & Env. Supt. DATE           

**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** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**SIGNATURES:**

\_\_\_\_\_  
MANAGER

\_\_\_\_\_  
DATE

\_\_\_\_\_  
EMPLOYEE

\_\_\_\_\_  
DATE

**FOURTH QUARTER** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**SIGNATURES:**

\_\_\_\_\_  
MANAGER

\_\_\_\_\_  
DATE

\_\_\_\_\_  
EMPLOYEE

\_\_\_\_\_  
DATE

NAME G. L. Fiser

TITLE/PG Chemistry & Env. Supt.

DATE \_\_\_\_\_

SSN \_\_\_\_\_

(TO BE COMPLETED BY THE EMPLOYEE BEING ASSESSED)

Note: The information requested on this page is optional. It is intended to serve as an aid in identifying career and developmental opportunities which are in line with both the goals of the employee and the needs of the organization. Your supervisor is to add his/her comments, discuss this information with you, suggest a development plan (as appropriate), and forward this information to the next level of supervision. You will have an opportunity to update this information once a year, or you may request that it be updated any time you desire during the course of the year.

CAREER INTERESTS

1. Describe your career interests and goals, both short- and long-term.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

QUALIFICATIONS

2. Describe your main strengths which support your career interests.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

DEVELOPMENT ACTIVITIES

3. Please describe any activities you have undertaken to develop your knowledge, skills, or abilities so that you are better prepared to pursue your career goals.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SUPERVISOR'S COMMENTS

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE:

\_\_\_\_\_  
EMPLOYEE

\_\_\_\_\_  
DATE

EMPLOYEE APPRAISAL - page 5a

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

(TO BE COMPLETED BY MANAGER)

DEVELOPMENT PLANS (considered the needs of both current and potential future assignments)

Area To Be Developed	Actions (e.g., courses, assignments, etc.)
<i>Interpersonal skills</i> <i>Overall plant knowledge level</i>	<i>Rotate to outage Manager position</i>

SIGNATURES:  
*D.R. Long*  
 MANAGER

5-25-91  
 DATE

\_\_\_\_\_  
 NEXT HIGHER MANAGER

\_\_\_\_\_  
 DATE