

TENNESSEE VALLEY AUTHORITY

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

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

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 U1C5 and U2C5 outages to observe leadership skills outside of his area of expertise.

Is having difficulty operating independently outside the Chemistry area. Is not using the authority of his position as an Outage Manager effectively. Will be given feedback and performance will be monitored during the outage.

DOCKETED
USNRC

2003 MAR -4 PM 3: 14

OFFICE OF THE SECRETARY
RULEMAKING AND
ADJUDICATIONS STAFF

SIGNATURES:

<u>W.R. Lagergren</u> MANAGER	W. R. Lagergren (typed name)	<u>9-30-91</u> DATE
<u>R. J. Beecken</u> NEXT HIGHER MANAGER	R. J. Beecken (typed name)	<u>10-3-91</u> DATE
<u>G. L. Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	<u>10-3-91</u> DATE

0431u

Template = SECY-028

SECY-02

CLEAR REGULATORY COMMISSION

License No. 50-390 ~~Contract~~ Exh. No. Joint 32
In the matter of TVA
Staff Joint IDENTIFIED
Applicant Joint RECEIVED
Intervenor _____ REJECTED _____
Order _____ WITHDRAWN _____
DATE 4/30/02 Witness _____
Clerk BHM

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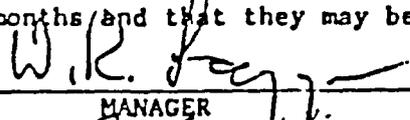
RECORDS SECTION

NAME Gary L. Fiser TITLE/PG Chemistry & Env. Supt. DATE 9-30-91
SSN

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
2.3.4 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: Percentage of Time Auxiliary Cooling Water System Chemistry is out of specification (%) 0.20 Condensate dissolved oxygen level (ppb) 2.5 Steam generator blowdown cation conductivity (u Siemens/cm). To be determined (based on morpholine ST1).	End of FY End of FY 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)	9-30-91 DATE
 NEXT HIGHER MANAGER	R. J. Beecken (typed name)	10-5-91 DATE
 EMPLOYEE	G. L. Fiser (typed name)	10-3-91 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
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/CIEM = \leq 0.667	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>[Signature]</u> MANAGER	W. R. Lagergren (typed name)	<u>1-29-91</u> DATE
<u>[Signature]</u> NEXT HIGHER MANAGER	C. A. Vondra (typed name)	<u>10-3-91</u> DATE
<u>[Signature]</u> EMPLOYEE	G. L. Fiser (typed name)	<u>1-29-91</u> DATE

0431u

EMPLOYEE APPRAISAL - page 2b

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 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 referred 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. Lngergren</u> MANAGER	W. R. Lngergren (typed name)	<u>1-29-91</u> DATE
<u>C. A. Vondra</u> NEXT HIGHER MANAGER	C. A. Vondra (typed name)	<u>10-3-91</u> DATE
<u>G. L. Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	<u>1-29-91</u> DATE

EMPLOYEE APPRAISAL - page 2b

NAME Gary 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	GOALS MET	COMP. DATE
2.3.3	Yes	
2.3.4	Yes	
5.1.11	Yes	
5.2.2	Yes	
5.2.3	Yes	
5.2.4	Yes	
5.2.5	Yes	
5.2.10	Yes	
5.3.1	Yes	
5.3.3	Yes	
5.3.5	Yes	
5.0.2	Yes	
5.0.3	No	
6.2.1	Yes	
6.2.2	Yes	
7.6.6	Yes	
7.8.3	Yes	

As Chemistry Superintendent, maintained Chemistry program such that INPO evaluation and various audits were very good. NRC special audit had no findings in this area. Assigned as a member of the UIC5 management team to observe broader management skills performance. Preoutage preparation has been good.

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

<u>W. R. Lingergron</u> MANAGER	W. R. Lingergron (typed name)	9-30-91 DATE
<u>R. J. Buecken</u> NEXT HIGHER MANAGER	R. J. Buecken (typed name)	10-3-91 DATE
<u>Gary Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	10-3-91 DATE

NAME Gary L. Eiger
SSN [REDACTED]

TITLE/PG Chemistry & Env. Supt.

DATE _____

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 Is having great difficulty influencing various plant support personnel to get pre-outage work done

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 3a

NAME Gary L. Fiser TITLE/PG Chemistry & Env. Supt. DATE _____
SSN [REDACTED]

10. WRITTEN COMMUNICATIONS low / ___ / ___ / ___ / X / high
Comments _____

11. SUPERVISING low / ___ / ___ / ___ / X / high
Comments _____

12. TEAMWORK low / ___ / ___ / X / ___ / high
Comments Needs to refine interpersonal skills some more

13. PLANNING AND ORGANIZING low / ___ / ___ / X / ___ / high
Comments Does not appear to be comfortable in laying out and executing pre-outage management task.

14. SUPERVISORY IMPARTIALITY low / ___ / ___ / ___ / X / high
Comments _____

15. SUBORDINATE DEVELOPMENT low / ___ / ___ / ___ / X / high
Comments _____

16. ORGANIZATIONAL KNOWLEDGE low / ___ / ___ / ___ / X / high
Comments _____

17. EMPLOYEE COMMUNICATION low / ___ / ___ / ___ / X / high
Comments _____

18. RESOURCE MANAGEMENT low / ___ / ___ / ___ / X / high
Comments _____

19. _____ low / ___ / ___ / ___ / ___ / high
Comments _____

20. _____ low / ___ / ___ / ___ / ___ / high
Comments _____

NAME Gary 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 Gary Fiser's organization performed well during the U2C4
outage. Through this period has been instrumental in implementing a
Morpholine Chemistry Control and transitioning to ODCM for Effluent
Monitoring. Has done well with reduced manpower.

SIGNATURES:

[Signature]
MANAGER

1-15-91
DATE

[Signature]
EMPLOYEE

10-3-91
DATE

SECOND QUARTER. Preparation for and performance in this spring's INPO
evaluation good. Interpersonal relationship with QA organization needs
improvement. Because of past goal performance will rotate to outage manager
position to broaden experience and observe and develop leadership skills.

SIGNATURES:

[Signature]
MANAGER

4-15-91
DATE

[Signature]
EMPLOYEE

10-3-91
DATE

EMPLOYEE APPRAISAL - page 4a

NAME Gary 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 Performance of chemistry department has been good. Prep for
INPO good. Moved to outage preparation team.

SIGNATURES:

W.R. Layton
MANAGER

7-15-91
DATE

Gary Fiser
EMPLOYEE

10-3-91
DATE

FOURTH QUARTER Efforts to prepare for the outage have been good overall, but
Mr. Fiser is having trouble operating independently. Was given several major
activities to manage and was unable to effectively bring any to completion.

SIGNATURES:

W.R. Layton
MANAGER

9-30-91
DATE

Gary Fiser
EMPLOYEE

10-3-91
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 [REDACTED]

(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.)
Interpersonal skills	Rotate to outage manager position
Overall plant knowledge level	

SIGNATURES:
W. R. [Signature]
MANAGER
[Signature]
NEXT HIGHER MANAGER

9-30-91
DATE
10-3-91
DATE