

TENNESSEE VALLEY AUTHORITY

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

NAME <u>Gary L. Fiser</u>	ORGANIZATION LEVEL _____
SSN <u>[REDACTED]</u>	GROUP <u>NP</u>
TITLE/PG <u>Chemistry &amp; 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:

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.

DOCKETED  
USNRC

2003 MAR 11 AM 11:38

OFFICE OF THE SECRETARY  
RULEMAKINGS AND  
ADJUDICATIONS STAFF

SIGNATURES:

<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>Gary Fiser</u> EMPLOYEE	G. L. Fiser (typed name)	11-7-90 DATE

0388u

Template-SECY-028

SECY-02

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CLEAR REGULATORY COMMISSION

Case No. 50-390 Official Ex. No. Staff 44

In the matter of TVA

Staff ✓ IDENTIFIED ✓

Applicant        RECEIVED ✓

Interview        REJECTED       

Other        WITHDRAWN       

DATE 4/30/62 Witness       

Clerk BHM

EMPLOYEE APPRAISAL - page 2

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




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):

 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



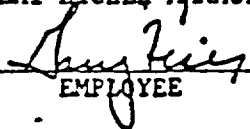
EMPLOYEE APPRAISAL - page 2a

NAME G. L. Fiser TITLE/PG Chemistry & Env. Supt. DATE \_\_\_\_\_  
 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
Other Performance:	
	End of FY
1. Overtime hours worked <15%.	End of FY
2. Overall daily schedule performance 85%.	End of FY
3. No lost-time injuries.	End of FY
4. Collective radiation exposure <1.0 manrem.	End of FY
5. Personnel contamination reports <5.	End of FY

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

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

- |   |     |           |
|---|-----|-----------|
| 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]


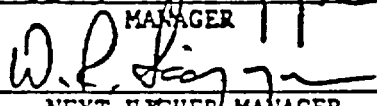
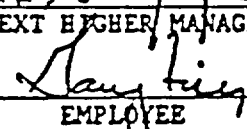
**PART I.B Performance Standards Annual Summary - (To be completed at the end of the fiscal year) State the employees accomplishments relative to the major accountabilities, specific projects and/or assignments listed in Part I.A.**

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

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

NAME G. L. Fiser

TITLE/PG Chemistry & Env. Supt.

DATE

SSN

10. WRITTEN COMMUNICATIONS

low / \_\_\_ / \_\_\_ / \_\_\_ / X / high

Comments

11. SUPERVISING

low / \_\_\_ / \_\_\_ / \_\_\_ / X / high

Comments

12. TEAMWORK

low / \_\_\_ / \_\_\_ / \_\_\_ / X / high

Comments

13. PLANNING AND ORGANIZING

low / \_\_\_ / \_\_\_ / \_\_\_ / X / high

Comments

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



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.

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.

SIGNATURES:

W.L. [Signature]  
MANAGER

11-7-90  
DATE

[Signature]  
EMPLOYEE

11-7-90  
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.)
Leadership skills	INPO workshop, EPRI conference.
Systems knowledge	System courses. NEC licensing program.

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

11-7-90  
DATE  
11-13-90  
DATE