



Employee Performance Review

Husted Ex. 19

50-289(CH)

A-Husted Exhibit 19

7/1/86

DOCKETED
USNRC

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Dates of Accountabilities Reviews

Date	Initials	Emp	Supv
Date	Initials	Emp	Supv

NUCLEAR REGULATORY COMMISSION

Docket No. 50-289(CH) Official Est. No. Husted 19

In the matter of TMI Unit

Staff	IDENTIFIED	RECEIVED	REJECTED
Applicant			
Interviewer			
Conf'g Off'r			
Contractor			
Other			
Reporter			

Annual

Other

Name CHARLES E. HUSTED Employee Number 6149

Job Classification SUPERVISORY NON LICENSED OPERATOR TRAINING

Division NUCLEAR ASSURANCE Location TMI

8607210391 860701
PDR ADOCK 05000289
PDR

Performance Factors

Page 2

Performance Factors	Rating						Comments
		1	2	3	4	5	
1. Job Knowledge:							
A. Job Skills						X	CHUCK'S PREVIOUS SRO LICENSE AND KNOWLEDGE OF UNIT I+II PLANTS MAKE HIM A VALUABLE TECHNICAL SOURCE. HIS ADMINISTRATIVE AND SUPERVISORY SKILLS HAVE BEEN INSTRUMENTAL IN IMPROVING THE QUALITY OF NON LICENSED TRAINING.
B. Procedures/Regulations					X		KNOWLEDGE IN UNION MATTERS HAS PROVEN BENEFICIAL. IS FAMILIAR WITH OPERATOR TRAINING PROGRAM REQUIREMENTS.
2. Job Management:							
C. Planning/Organizing						X	SCHEDULES INSTRUCTORS ON AN INDIVIDUAL BASIS. DEVELOPS LONG RANGE PLANS FOR BOTH REPLACEMENT AND REQUALIFICATION PROGRAM. SUPPORTS ADDITIONAL PROGRAMS DUE TO CAREFUL PLANNING.
D. Decision Making						X	INDEPENDENTLY MAKES DECISIONS TO SUPERVISE PROGRAMS ADEQUATELY. REFERS TO SUPERIORS FOR PROPER DECISIONS.
E. Delegation						X	SUBORDINATES INVOLVED IN COORDINATING NON LICENSED TRAINING. THIS HAS AIDED IN PROFESSIONAL DEVELOPMENT. DELEGATES TASKS IN ORDER TO PRIORITIZE TASKS.
3. Working Relationships:							
F. Communications					X		COMMUNICATES WITH OPERATIONS IN UNITS I+II. PROMOTES COMMUNICATIONS WITHIN THE SECTION TO ENSURE ASSIGNED TASKS ARE COMPLETED.
G. Leadership					X		PROVIDES AN EXCELLENT EXAMPLE FOR SUBORDINATES. HAS MAINTAINED AN EXCELLENT ATTITUDE THROUGH JOB REALIGNMENT. ENCOURAGES INTERACTIONS WITH SUBORDINATES.
H. Teamwork						X	SUPPORTS ALL TRAINING TASKS. RECENTLY SHUFFLED STAFF TO SUPPORT HIGH SCHOOL COOP PROGRAM AND SRO PROGRAM. DEFINITELY A TEAM PLAYER.
I. Employee Development					X		ASSISTS SUBORDINATES IN OBTAINING QUALIFICATIONS THEY ARE ASSIGNED. PROVIDES FEEDBACK TO UPGRADE INSTRUCTOR SKILLS.
4. Job Accomplishment:							
J. Timeliness				X			USUALLY SUBMITS SCHEDULES ON TIME. PROGRAM CHANGES NEED TO BE SUBMITTED.
K. Quality					X		VERY THOROUGH IN HIS WORK. PAYS ATTENTION TO DETAIL. TRIES TO EMPHASIZE SAME TO SUBORDINATES.
L. Quantity					X		MAINTAINS TASKS UP TO DATE. ENSURES WORK ASSIGNED IS COMPLETED. ASSIGNS PERSONNEL REQUIRED TO COMPLETE THE TASK.
M. Cost Consciousness	X						

Significant Projects	1	2	3	4	5	Comments
1 DEVELOP, COORDINATE, SCHEDULE AND ADMINISTER REPLACEMENT AND REQUALIFICATION (RETRAINING) PROGRAMS FOR NON LICENSED OPERATORS				X		HAS DEVELOPED FEEDBACK WITH BOTH PLANTS TO PROVIDE INRIT INTO REPLACEMENT AND REQUAL. TRNG. ENSURES ADMINISTRATION OF PROGRAMS MEETS TRNG DEPT REQUIREMENTS, SCHEDULES INSTRUCTORS FOR OPTIMAL CONCENTRATION AND DEVELOPMENT. REVISION OF PROGRAM TESTS AN ONGOING TASK.
2 INSTRUCT IN OPERATOR TRAINING PROGRAMS				X		ASSISTS IN PROGRAMS BOTH IN NON LICENSED TRAINING AND OTHER SUPPORT. HAS ASSISTED IN QA ENGINEERING TRNG AND SIMULATOR INSTRUCTOR TRAINING. WILLINGLY SACRIFICES OWN TIME TO ASSIST IN INSTRUCTOR LEAD.
3 EVALUATE COURSE INSTRUCTION AND STUDENT PROGRESS				X		MAINTAINS ACTIVE OJT AUDITING PROGRAM. MONITORS INSTRUCTORS ON A QUARTERLY BASIS TO PROVIDE FEEDBACK. USES COURAGE & TITLES TO MODIFY PROGRAMS WHERE NEEDED.
4 ESTABLISH AND MAINTAIN COMMUNICATIONS (TRAINING, USER GROUP, AND EXTERNAL)				X		INTERFACES ACTIVELY WITH LIMITED OPERATIONS STAFF AND OPERATORS HAS GOOD REPORT WITH BOTH. TRIES TO SOLVE CONFLICTS BEFORE THEY BLOCK COMMUNICATIONS LINES.
5 COORDINATION AND ASSISTANCE IN ACHIEVING GOALS OF SECTION NOT RELATED TO NON LICENSED TRAINING					X	ASSISTED IN SIMULATOR DEVELOPMENT WORK, QA ENGINEERING, AND SIMULATOR INSTRUCTOR TRAINING. DEFINITELY A TEAM PLAYER. ASSISTED IN DEVELOPMENT OF AERIAL ATONG TRNG PROGRAM
6 STUDENT COUNSELING				X		ASSISTS STUDENTS WHEN PROBLEMS ARISE. PINPOINTS PROBLEMS ACTIVELY. KEEPS HIS HANDS TO HIMSELF, BUT STILL GIVES STUDENTS OPPORTUNITY TO APPROACH HIM.
7 UPGRADE OJT PROGRAMS TO REFLECT INFO CRITERIA				X		HAS CHANGED U-IF OJT PROGRAM. EXCELLENT JOB. UNIT I TO BE COMPLETED AS TIME PERMITS.

Special Assignments

1 ATONG TRAINING PROGRAM																			
2 AUPD ACCREDITATION																			

Total Score: ÷ = =
 # Items Rated: Average Rating:
 Rounded Rating:

Comments

x
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PROGRESS AND EVALUATION

4. DEVELOPMENT OF

10. *Chalcid*: *Chalcid* 22

[illegible]

(CONDUCTED EVALUATIONS IN EXCESS OF THOSE REQUIRED.)

THIS SHOWS A DEDICATION TO THE JOB OF TRYING TO MAINTAIN
AND IMPROVE THE QUALITY OF CLASSROOM INSTRUCTION.

Special Assignments

	$\div$		$=$		$=$		Total Score
							# Items Rated
							Average Rating
							Rounded Rating

Plan for Improvement/Development:

Supervisor Comments

CHUCK HAS BEEN A SIGNIFICANT ASSET TO THE SECTION. HIS POSITIVE ATTITUDE AND PROFESSIONAL APPROACH TO THE TRAINING PROGRAMS HAS MAINTAINED A HIGH MORALE IN THE SECTION. DESPITE UNCONTROLLABLE INFLUENCES ON BOTH HIS PERSONAL AND PROFESSIONAL LIFE HE HAS CONTINUED TO PERFORM AT A SUPERIOR LEVEL. THE DIVERSITY OF HIS SKILLS AND HIS ADMINISTRATIVE ABILITIES HAVE MADE HIM A KEYSTONE OF THE OPERATOR TRAINING SECTION.

Employee Goals & Aspirations:

☐

No comment (Initials)

Employee Comments:

☐

No comment (Initials)

Evaluated by: *Shirley Leonard*

Reviewed by: *12/2/84*

Date 6-26-84

Date 6-26-84

Employee Reviewed:

Date

Date