

Policies and Procedures	Consider the knowledge and understanding of County of Irwin Policies and Procedures as well as departmental rules and regulations.			
Lacks basic knowledge of County policies and department rules. Shows disregard for departmental rules and regulations. If a supervisor, rarely enforces safety rules.	Unfamiliar with many applicable County policies and departmental rules. Regularly commits infractions. If a supervisor, does not always enforce safety rules.	Basic knowledge of County policies and departmental rules. Generally, does not commit major infractions. If a supervisor, usually enforces safety rules.	Knows applicable County policies and departmental rules well. Rarely commits infractions, and if so, are minor in nature. If a supervisor, is very conscious of safety rules.	Extremely knowledgeable of County policies and departmental rules. Strictly adheres to all rules and sets an example for others to follow. If a supervisor, always enforces safety rules.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Planning and Organizing	Consider the ability to plan and organize work.			
Lacks basic planning skills. Plans are extremely short range without consideration of long-range effects. Lacks the ability to organize resources or determine work methods efficiently.	Plans and organization lack thorough consideration. Sometimes overlooks long range effects. Resource estimates and organization are not always practical.	Plans and organizes work adequately. Resource estimates and organization are sensibly aligned with projected workloads. Determines feasible work methods.	Plans and organizes work well. Usually considers likely complications and long-range effects. Projects workloads and relating resource needs accurately.	Extremely effective in planning and organizing. Always conscious of detail and long-range effects. Exceptionally accurate in projecting workloads and resource needs.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A
Decision Making	Consider the ability to make sound, logical decisions.			
Does not make reasonable or logical decisions. Lacks perception and does not evaluate alternatives.	Occasionally uses poor judgment. Logic is sometimes questionable. Tendency to postpone decisions.	Usually makes reasonably logical decisions. Does not usually postpone decisions.	Evaluates facts carefully and makes sound, logical decisions. Perceptive and decisive.	Uses excellent logic and perception in making timely, accurate decisions. Never postpones decisions.
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Comments:				<input type="checkbox"/> N/A