



UMC LUBBOCK EMS SELF EVALAUTION SCORE SHEET

Please use the following scoring to rank each question. If your score is higher than a 3 please provide a reason for the score. Each question is worth a total of 5 points. Please add you score for each section and then use the score card at the end to come up with a score. When you are finish please give to your Asst. Chief, Senior FTO, or FTO for their signature, and they will give to the Shift Chief. The Shift Chief then will review your results and go over them with you.

Part II –Job Responsibilities/Technical Competence

Points

1. _____

Comments: _____

2. _____

Comments: _____

3. _____

Comments: _____

4. _____

Comments: _____

5. _____

Comments: _____

6. _____

Comments: _____

7. _____

Comments: _____

8. _____

Comments: _____

9. _____

Comments: _____

10. _____

Comments: _____

Total: _____

Part III-Policy Compliance and Organizational Behavior

Score

1. Attitude _____

Comments: _____

2. Communication _____

Comments: _____

3. Responsiveness _____

Comments: _____

4. Courtesy _____

Comments: _____

5. Confidentiality _____

Comments: _____

6. Teamwork _____

Comments: _____

7. Appearance _____

Comments: _____

8. Ownership _____

Comments: _____

Total: _____

PART IV - GOAL ACCOMPLISHMENTS AND EXPECTED GOAL ACCOMPLISHMENTS WEIGHT ASSIGNED- 20%

This part reviews the established goals for the performance appraisal period.

Defined Goal (s)	Results and Comments	Rating Points

Total Points – Goal Accomplishments	
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PERFORMANCE SCORE SHEET:

	A. Total Points	B. Total Possible Points	C. Total Weight Percentage (a ÷ b = c)	D. Assigned Weights Percentage	E. Total Percentage Score (c X d = e)
Part II – Job Responsibilities - Technical Competence/ Leadership Score Card				.40	
Part III – Policy Compliance and Organizational Behavior- Customary Standards				.40	
Part IV – Goal Accomplishments				.20	
Total Percentage Score (Total Col. E)					

Determine which merit increase range the total score from above falls into to determine employees merit increase.

TOTAL

PERCENT SCORE RANGE

MERIT INCREASE

95-100%	6.0%
85-94%	5.0%
70-84%	4.0%
55-69%	3.0%
40-54%	2.0%
25-39%	1.0%
0-24%	0.0%

Score: _____%

