

**EmpowHR
Performance
Summary
Rating
Process**

Suggested first Step and general overview:

If you just want to look at your employee's existing plan and print a Plan go to Manager Self Service, Tasks, Performance and select Existing Plan or Progress Review and print a plan from either of those menu items.

The Summary Rating process is much like the creation of the plan process, it is not for looking thinking, it was built for execution of the job of doing a summary rating. As with the Creation of the Plan process the Summary Rating process invokes workflow to the Rating reviewer upon the clicking of the Save or Create Printable Form buttons. If you just print a plan after going into Summary Rating then a save of a blank rating may occur.

The Summary Rating process will do the mathematical calculations based upon your ratings for each element. When done the Summary Rating process will generate a AD-435 and send the rating to NFC in early October saving your HR staff individual input of ratings.

Base Navigation Page - Microsoft Internet Explorer

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Address https://icams.usda.gov/psp/HRISC/EMPLOYEE/HRMS/s/WEBLIB_PTPP_SC.HOMEPAGE.FieldFormula.IScript_AppHP?pt_fr Go Links Google Settings

USDA Glover, Johnny L US Dept of Agriculture Home Worklist Add to Favorites Sign out

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Main Menu >

Manager Self Service

Manager Self Service transactions; includes Time Management, Job and Personal Information, Compensation and Stock, Training and Development, Performance Management, and Recruiting Activities.

<p>Tasks</p> <p>Manager Self Service Tasks</p> <ul style="list-style-type: none"> Career Plan NTE Extension Awards 3 More... 	<p>View</p> <p>Manager Self Service View</p> <ul style="list-style-type: none"> Employee Awards Employee Education Employee Emergency Contacts 6 More... 	<p>Job and Personal Information</p> <p>Manage an employee's status within the organization; change full/part time status, initiate promotions, transfers, terminations and retirement, and view approval status of transactions. Also, view personal info. such as an employee's name and address.</p>
<p>Reports</p> <p>Folder for self-service manager reports.</p> <ul style="list-style-type: none"> Performance Summary Detailed Staff Report Staff Summary - Series 2 More... 		

**Manager initiates summary rating.
Go to Manger Self Service, Tasks,
Performance.**

Trusted sites

start | Inbox - Microsoft Out... | July 27 2007 Summar... | Base Navigation Page... | 2:13 PM

Performance - Microsoft Internet Explorer

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Glover, Johnny L

Performance Plan

Progress Review

Summary Rating

Notify

Click on Summary Rating

Done Trusted sites

Performance - Microsoft Internet Explorer

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Address https://icams.usda.gov/psp/HRISC/EMPLOYEE/HRMS/c/Z_ROLE_MANAGER.Z_PP_PERFORMANCE.USF?PORTALPARAM_ Go Links Google

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Glover, Johnny L

Summary Rating

Employee List View All First 1-7 of 7 Last

Employee Name	New Rating	Existing Rating
BONNER, JEROME W	New Rating	Existing Rating
Dixon, April F	New Rating	Existing Rating
Hood, Theresa S	New Rating	Existing Rating
Murray, Mary C	New Rating	Existing Rating
Rowe, Carol W	New Rating	Existing Rating
WALKER JR, William Gordie	New Rating	Existing Rating
Zelenka, William F	New Rating	Existing Rating

Select staff person and click New Rating to initiate a new rating.

Done Trusted sites

Performance - Microsoft Internet Explorer

File Edit View Favorites Tools Help

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Sup Create Summary Rating

Add a New Value

Review Period From:

Reviewed Date: 08/13/2007

Add

Click the Dropdown to find the performance plan that will be rated.

Done Trusted sites

Performance - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites Mail Print Wordpad New Folder People

Address https://icams.usda.gov/psp/HRISC/EMPLOYEE/HRMS/c/Z_ROLE_MANAGER.Z_PP_PERFORMANCE.USF?PORTALPARAM_ Go Links Google G Settings

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Look Up Review Period From

EmpID: 002736
Personnel Office ID: 5261
Review Period From: =

Look Up Clear Cancel [Basic Lookup](#)

Search Results
View All First 1-3 of 3 Last

Review Period From
01/12/2007
10/01/2005
10/02/2002

Click the link to the plan.

Trusted sites

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Summary Rating Elements and Standards

Murray, Mary C **EmplID:** 002736

Performance Plan Start Date: 01/12/2007 **Next Performance Plan By:** 10/01/2007
Performance Plan End Date: 09/30/2007 **Perf Plan Reviewed Date:** 08/13/2007
Review Type: Summary Rating **Summary Rating:**

Employment Info when plan was established

Rating Scale: H 5 Tier Performance **Dept:** 914387 Employee Relations Team
Agency: AG 16 NRCS **Position:** 90140882 **Pay Plan:** GS 0201 13
Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL)

Supervisor: Glover, Johnny L **Create Printable Form**

Eval Type: Supervisor

Reviewer Comments:

Employee Comment:

Add More Comments

Employee **Supervisor** **Reviewer**

Concurred Rating

On the Summary Rating Tab you may add any comments in the Reviewer Comments Block.

Do Not Click SAVE or Create Printable Form at this time.



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Summary Rating | **Elements and Standards**

Murray, Mary C **EmplID:** 002736

Performance Plan Start Date: 01/12/2007 **Next Perform**
Performance Plan End Date: 09/30/2007 **Perf Plan Rev**
Review Type: Summary Rating **Summary Rating**

Click on the Elements and Standards tab.

Employment Info when plan was established

Rating Scale: H 5 Tier Performance **Dept:** 914387 Employee Relations Team
Agency: AG 16 NRCS **Position:** 90140882 **Pay Plan:** GS 0201 13
Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL)

Supervisor: Glover, Johnny L **Create Printable Form**

Eval Type:

Reviewer Comments:

Employee Comment:

Add More Comments

Employee

Viewed/Discussed

Refused Rating

Supervisor

Created Review/Rating

Reviewer

Concurred Rating

[Return to Employee List](#)

Save **Previous tab** **Next tab**

Spell Check



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Summary Rating | **Elements and Standards**

Murray, Mary C **EmpID:** 002736

Performance Plan Start Date: 01/12/2007 **Performance Plan end Date:** 09/30/2007
Next Performance Plan By: 10/01/2007 **Perf Plan Reviewed Date:** 08/13/2007
Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL REL)
Position: 90140882 **Summary Rating:**

Elements and Standards View 1 First 1-3 of 3 Last

Performance Measure No: 01 **Element Rating:**

Critical Indicator: Critical

Element: Personal Contacts - EO/CR (Mandatory for all Non-Supervisory Employees)

Standards: Routinely displays courteous and tactful behavior towards internal and external customers, supervisors, coworkers, and/or team members. Projects a positive and professional image of USDA. Performs all duties in a manner which consistently demonstrates fairness, cooperation, and respect towards coworkers, office visitors, and all others in the performance of official...

Performance Measure No: 02 **Element Rating:**

Critical Indicator: Critical

Element: Mission Results (Mandatory)

Standards: Demonstrates support for agency strategic goals and initiatives that are applicable to the Employee & Labor Relations Team. Contributes to the...

Click on the look up for each element to assign a rating.



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Look Up Element Rating

Rating Model: begins with

Review Rating: begins with

[Basic Lookup](#)

Search Results

[View All](#) First 1-3 of 3 Last

Rating Model	Review Rating	Description
H	6	Exceeds Fully Successful
H	7	Meets Fully Successful
H	8	Does not Meet

Click on the appropriate rating factor.

Menu
Search:
My Favorites
Employee Self Service

Elements and Standards View 1 First 1-3 of 3 Last

When you have assigned a value for each element Click on the Summary Rating Tab again.
DO NOT SAVE at this point.

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EmpowHR Documentation

Performance Measure No: 01 Element Rating: 7 Meets Fully Successful

Performance Measure No: 02 Element Rating: 7 Meets Fully Successful

Critical Indicator: Critical
Element: Mission Results (Mandatory)
Standards: Demonstrates support for agency strategic goals and initiatives that are applicable to the Employee & Labor Relations Team. Contributes to the achievement of overall agency initiatives. Accepts accountability of work within employee's control, making timely and effective decisions and producing results through...

Performance Measure No: 03 Element Rating: 7 Meets Fully Successful

Critical Indicator: Non Critic
Element: Individual Contributions to the Team
Standards: Linkage: The President's Management Agenda - Strategic Management of Human Capital; USDA Strategic Plan; Management Initiative - Improve Human Capital Management; NRCS Strategic Plan: Management Initiative - Improving Internal Management - Human Capital; and the NRCS Human Capital...

At this point you may click Save.

The Summary Rating value will be assigned upon the SAVE. You may click Save or Click Create Printable Form. Either will save the plan and send it to the reviewer.

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Home | Worklist | Add to Favorites | Sign out

New Window Saved

Summary Rating | Elements and Standards

Murray, Mary C EmpID: 002736

Performance Plan Start Date: 01/12/2007 Next Performance Plan By: 10/01/2007
Performance Plan End Date: 09/30/2007 Perf Plan Reviewed Date: 08/13/2007
Review Type: Summary Rating Summary Rating: 3 FULLY SUCCESSFUL OR EQUIVALENT

Employment Info when plan was established

Dept: 914387 Employee Relations Team
Position: 90140882 Pay Plan: GS 0201 13

PLST (EMPL)

Create Printable Form

Employee Comment:

Comments:

Add More Comments

Employee

- Viewed/Discussed
- Refused Rating

Supervisor

- Created Review/Rating
- 08/13/2007

Reviewer

- Concurred Rating

Return to Employee List

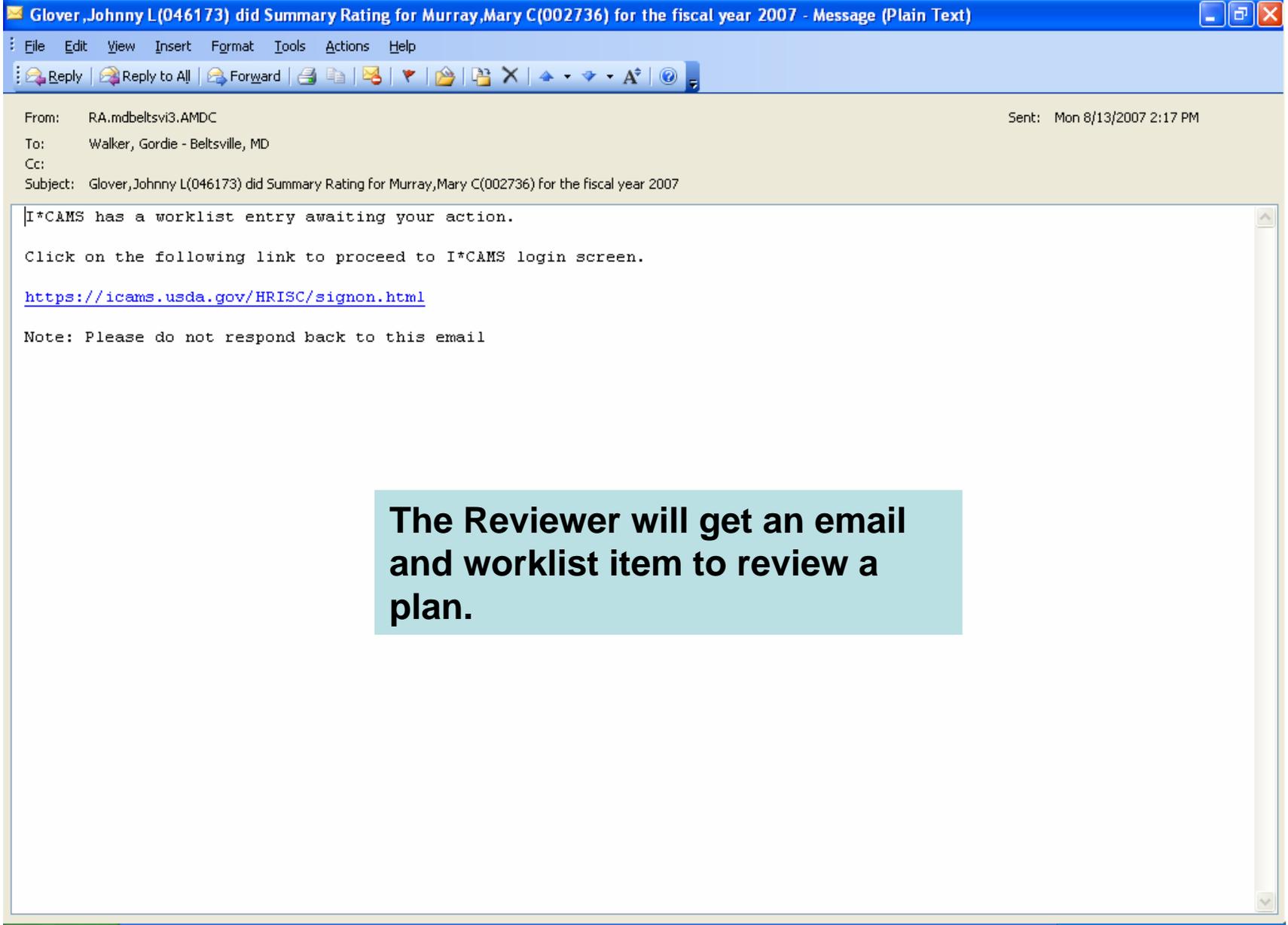
Save Previous tab Next tab

Spell Check

Summary Rating | Elements and Standards

Done Trusted sites

Summary Rating Reviewer Process





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Worklist for KG036319: Gugulis, Katherine C

Work List Filters: **Supervisor Created Rating**

<u>From</u>	<u>Date From</u>	<u>Work Item</u>	<u>Worked By Activity</u>	<u>Proposed Effective Date</u>	<u>Org Structure</u>	<u>Link</u>
Glover, Johnny L	08/13/2007	Supervisor Created Rating	Reviewer Concur's Rating		167505000702000075	002736_0_2007-Murray, Mary C

Click on the worklist item

Refresh

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Performance Appraisal | **Elements and Standards**

Murray, Mary C	EmplID: 002736
Performance Plan Start Date: 01/12/2007	Next Performance Plan By: 10/01/2007
Performance Plan End Date: 09/30/2007	Perf Plan Reviewed Date: 08/13/2007
Review Type: Summary Rating	Summary Rating: 3 FULLY SUCCESSFUL OR EQUIVALENT

Employment Info when plan was established

Rating Scale: H 5 Tier Performance	Dept: 914387 Employee Relations Team
Agency: AG 16 NRCS	Position: 90140882 Pay Plan: GS 0201 13
Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL)	

Supervisor: 046173 Glover, John

Eval Type: Supervisor

Reviewer Comments: 2007-08-13 - Add comments or summary rating in this area. - JG
Reviewer can add comments here

Employee

Viewed/Discussed

Refused Rating

Reviewer's job is to review the rating given by the supervisor.

Comments can be made.

Click the Elements and Standards Tab to review the ratings for each elements.

Do not Click SAVE or Print at this point.



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Performance Appraisal | **Elements and Standards**

Murray, Mary C **EmplID:** 002736

Performance Plan Start Date: 01/12/2007 **Performance Plan end Date:** 09/30/2007
Next Performance Plan By: 10/01/2007 **Perf Plan Reviewed Date:** 08/13/2007
Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL REL)
Position: 90140882 **Summary Rating:** FULLY SUCCESSFUL OR EQUIVALENT

Elements and Standards View 1 First 1-3 of 3 Last

Performance Measure No: 01 **Element Rating:** 7 Meets Fully Successful

Critical Indicator: Critical
Element: Personal Contacts - EO
Standards: Routinely displays court external customers, sup a positive and professio which consistently dem lowworkere_officervisitor

Performance Measure No: 02 **Element Rating**

Critical Indicator: Critical
Element: Mission Results (Mandatory)
Standards: Demonstrates support for agency strategic goals and initiatives that are applicable to the Employee & Labor Relations Team. Contributes to the achievement of overall agency initiatives. Accepts accountability of work within employee's control, making timely and effective decisions and producing results through

Review the element ratings. Change the rating if you so desire.

Do not Click SAVE on this page but return to the Performance Appraisal Tab.

Once you review the ratings. Click **SAVE**
(If the ratings are prepared in August and early September you will see this message which you need to Click OK, then **SAVE**.)

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Murray, Mary C Employee 002736

Performance Plan Start Date:	01/12/2007	Next Performance Plan By:	10/01/2007
Performance Plan End Date:	09/30/2007	Perf Plan Reviewed Date:	08/13/2007
Review Type:	Summary Rating	Summary Rating:	3 FULLY SUCCESSFUL OR EQUIVALENT

Employment Info when plan was established

Rating Scale: 1-5

Agency: GS 0201 13

Job Code:

Microsoft Internet Explorer

 Action will be transmitted to NFC for processing on 2007-10-08 (99999,999)

OK

Supervisor:

Eval Type: Supervisor

Reviewer Comments: 2007-08-13 - Add comments on the summary rating in this area. - JG
Reviewer can add comments here!!!

Employee Comment:

Employee

Viewed/Discussed

Refused Rating

Supervisor

Created Review/Rating

08/13/2007

Reviewer

Concurred Rating

08/13/2007

Save View Worklist Notify

Performance Appraisal | [Elements and Standards](#)



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Performance Appraisal Elements and Standards

Murray, Mary C EmpID: 002736

Performance Plan Start Date: 01/12/2007 Next Performance Plan By: 10/01/2007
 Performance Plan End Date: 09/30/2007 Perf Plan Reviewed Date: 08/13/2007
 Review Type: Summary Rating Summary Rating: 3 FULLY SUCCESSFUL OR EQUIVALENT

Employment Info when plan was established

Rating Scale: H 5 Tier Performance Dept: 914387 Employee Relations Team
 Agency: AG 16 NRCS Position: 90140882 Pay Plan: GS 0201 13
 Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL)

Supervisor: 046173 Glover, Johnny L Create Printable Form

Eval Type: Supervisor

Reviewer Comments: 2007-08-13 - 2007-08-13 - Add comments on the summary rating in this area. - JG

Employee Comment:

Review Process Completed

Employee

Viewed/Discussed

Refused Rating

Supervisor

Created Review/Rating

08/13/2007

Reviewer

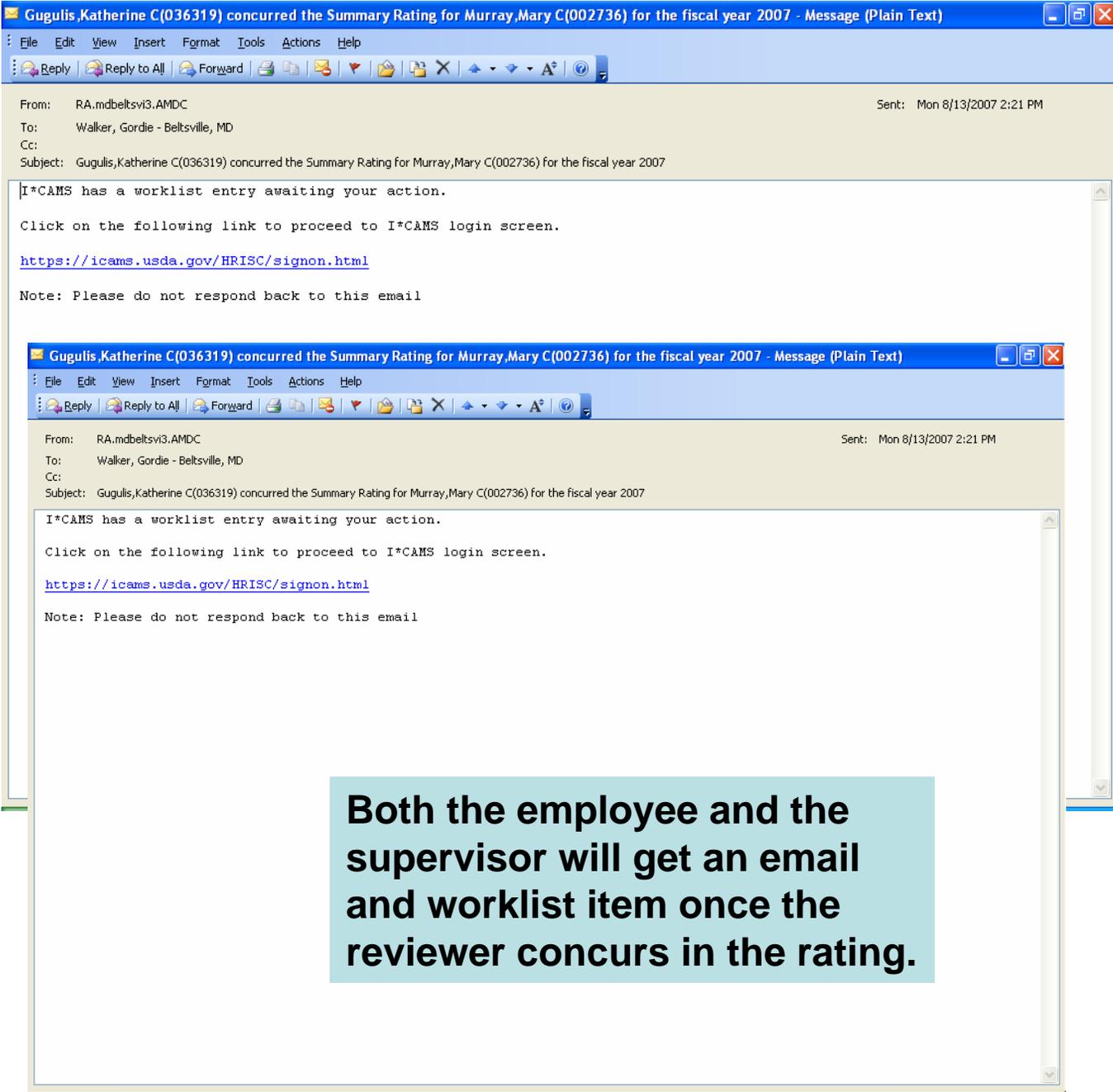
Concurred Rating

08/13/2007

Save View Worklist Notify

Summary Rating Process

Employee View



Both the employee and the supervisor will get an email and worklist item once the reviewer concurs in the rating.

USDA
Glover, Johnny L US Dept of Agriculture

Home | Worklist | Add to Favorites | Sign out

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Worklist for JG046173: Glover, Johnny L

Work List Filters:

From	Date From	Work Item	Worked By Activity	Proposed Effective Date	Org Structure	Link
Gugulis, Katherine C	08/13/2007	Reviewer Concurred Rtg to Sup	Supervisor Views Rating		167505000702000075	002736_0_2007-Murray, Mary C

Refresh

Trusted sites

The supervisor will get a worklist item.

Worklist - Microsoft Internet Explorer

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Address <https://icams.usda.gov/psp/HRISC/EMPLOYEE/HRMS/w/WORKLIST?ICAction=ICViewWorklist&Menu=Worklist&Market=> Go Links Google Settings

USDA Murray, Mary C US Dept of Agriculture

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Worklist for MM002736:

Work List Filters: Reviewer Concurred Rtg to E

From	Date From	Work Item	Worked By Activity	Proposed Effective Date	Org Structure	Link
Gugulis, Katherine C	08/13/2007	Reviewer Concurred Rtg to Emp	Employee Views Rating		167505000702000075	002736_0_200 Murray, Mary C

Refresh

Trusted sites

The employee will also get a worklist item.

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- EmpowHR Setup Tables

Summary Rating | **Elements and Standards**

Murray, Mary C EmpID: 002736

Performance Plan Start Date: 01/12/2007 Next Performance Plan Start Date: 01/12/2007
 Performance Plan End Date: 09/30/2007 Perf Plan Reviewed Date: 08/13/2007
 Review Type: Summary Rating Summary Rating: 3

Dept: 914387 Employee Relations Team
 Position: 90140882 Pay Plan: GS 0201 13
 S SPECLST (EMPL)

Create Printable Form

Employee Comment: Employee can make comments here!!!

Add More Comments

Employee

- Viewed/Discussed
- Refused Rating

Supervisor

- Created Review/Rating
- 08/13/2007

Reviewer

- Concurred Rating
- 08/13/2007

Employee Page

Save Previous tab Next tab Spell Check

Summary Rating | Elements and Standards

Employee's purpose is to view the rating The employee may also add a comment on the rating.

Do NOT click SAVE or Create Printable Form at this time.

Click Elements and Standards to see the rating by element.

USDA Murray, Mary C US Dept of Agriculture

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Summary Rating Elements and Standards

Murray, Mary C EmplID: 002736

Performance Plan Start Date: 01/12/2007 Performance Plan end Date: 09/30/2007
 Next Performance Plan By: 10/01/2007 Perf Plan Reviewed Date: 08/13/2007
 Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL REL)
 Position: 90140882 Summary Rating: FULLY SUCCESSFUL OR EQUIVALENT

Elements and Standards View 1 First 1-3 of 3 Last

Performance Measure No: 01 Element Rating: 7 Meets Fully Successful

Critical Indicator: Critical

Element: Personal Contacts - EO/CR (Mandatory for all Non-Supervisory Employees)

Standards: Routinely displays courteous and tactful behavior towards internal and external customers, supervisors, coworkers, and/or team members. Projects a positive and professional image of USDA. Performs all duties in a manner which consistently demonstrates fair

Performance Measure No: 02 Element Rating: 7

Critical Indicator: Critical

Element: Mission Results (Mandatory)

Standards: Demonstrates support for agency strategy applicable to the Employee & Labor Relations achievement of overall agency initiatives. Accepts accountability, making timely and effective decisions.

After review of the elements return to the Summary Rating Tab.

Do NOT click SAVE or Create Printable Form at this time.

Done ed sites

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At this point you may click **Save** or **Create Printable Form**. That action will save the rating. If you added a comment a worklist item will go back to the supervisor for review. After you click **Create Printable Form** a **View Document** link should appear where you may print your plan including the AD-435.

New Window Saved

Agency: AG 16 NRCSS Position: 90140882 Pay Plan: GS 0201 13

Job Code: 048082 HUMAN RESOURCES SPECIALIST (EMPL)

Supervisor: 048173 Glover, Johnny L

Eval Type: Supervisor

Reviewer: 2007-08-13 - 2007-08-13 - Add comments on the summary rating in this area. - JG

Employee Comment: 2007-08-13 - Employee can make comments here!!! - MM

Buttons: **Create Printable Form**, [View Document](#), **Add More Comments**, **Save**, **Previous tab**, **Next tab**, **Spell Check**

Employee <input checked="" type="checkbox"/> Viewed/Discussed 08/13/2007 <input type="checkbox"/> Refused Rating	Supervisor <input checked="" type="checkbox"/> Created Review/Rating 08/13/2007	Reviewer <input checked="" type="checkbox"/> Concurred Rating 08/13/2007
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Employee Page

Summary Rating | Elements and Standards

Performance Appraisal
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4. Official Position Title
HUMAN RESOURCES SPECIALIST (EMPL)

5. Organization Structure Code
18 75 05 007 02 00 00 75

10. Duty Station DC 11. Funding Unit 12. Agency Use 13. NFC Use

Instructions
Blocks 1 through 10: Completed by NFC, should be reviewed and, if necessary, corrected.
Block 11: Enter Funding Unit number.
Block 14: Enter brief description of performance elements.
Block 15A: Check performance elements identified as Critical.
Block 15B, 15C, 15D: Rate actual performance by entering 2 for Critical elements and 1 for Non-Critical elements in appropriate column.

Performance Elements	15A Critical Element (Check)	15B Exceeds Fully Successful	15C Meets Fully Successful	15D Does Not Meet Fully Successful
1) Personal Contacts - EOCR (Mandatory for all Non-Supervisory Employees)	X		X	
2) Mission Results (Mandatory)	X		X	
3) Individual Contributions to the Team			X	
4)				
5)				
6)				
7)				
8)				
9)				
10)				
15B Decision Table (Check Summary Rating in Block 15A) Outstanding if 15C equals 15A Superior if no element is rated in 15D and 15F is greater than zero and 15F is greater than 15F Marginal if 15D is greater than 15C and no critical element is rated in 15D Unacceptable if any critical element is rated in 15D if none of the above apply		15E Exceeds	15F Meets	15G Does Not Meet
			5	
		15H Enter Total (15E + 15F + 15G + 15H)		15I 5
17 Employee (check appropriate) I have a copy of USDA and Agency regulations on employee responsibilities and conduct. I have discussed them with my supervisor and questions have been answered to my satisfaction.	<input type="checkbox"/> Yes <input type="checkbox"/> No	15A Summary Rating (see Decision Table in 15B) <input type="checkbox"/> Outstanding <input checked="" type="checkbox"/> Superior <input checked="" type="checkbox"/> Fully Successful appropriate <input type="checkbox"/> Marginal (2) box <input type="checkbox"/> Unacceptable (1)		
18 Employee's Signature /s/ MURRAY MARY C	Date 13-AUG-2007	19 Employee did not sign, state reason		
Instructions for resolution of disputes are in the reverse of employee copy				
19A Supervisor's Signature /s/ GLOVER, JOHNNY L	Date 13-AUG-2007	19B Supervisor's Name (Print) GLOVER, JOHNNY L		
20A Reviewer's Signature /s/ GUGULIS, KATHERINE C	Date 13-AUG-2007	20B Reviewer's Name (Print) GUGULIS, KATHERINE C		
21 Approving Official or Funding Unit Manager's Signature (optional)	Date	22. FOR SES ONLY PLA to ES _____ Bonus Amount _____		

Check appropriate copy designation: ORIGINAL PERSONNEL EMPLOYEE SUPERVISOR Form AD-435

Supervisor View of Employee Comment

From: RA.mdbeltsvi3.AMDC
To: Walker, Gordie - Beltsville, MD
Cc:
Subject: Murray, Mary C(002736) added Summary Rating comments for 2007 created by Glover, Johnny L(046173)

Sent: Mon 8/13/2007 2:29 PM

I*CAMS has a worklist entry awaiting your action.
Click on the following link to proceed to I*CAMS login screen.
<https://icams.usda.gov/HRISC/signon.html>
Note: Please do not respond back to this email

**If the employee added a
Comment the Supervisor will get
an email and worklist item to
view the comment.**

USDA
Glover, Johnny L US Dept of Agriculture

Home | Worklist | Add to Favorites | Sign out

New Window | Help | netp

Worklist for JG046173: Glover, Johnny L

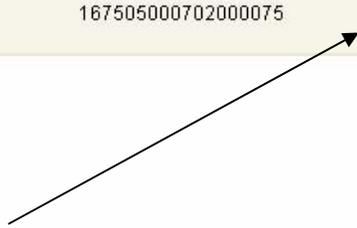
Work List Filters:

<u>From</u>	<u>Date From</u>	<u>Work Item</u>	<u>Worked By Activity</u>	<u>Proposed Effective Date</u>	<u>Org Structure</u>	<u>Link</u>
MM002736	08/13/2007	Emp Added Rating Comments	Supervisor Views Rating		167505000702000075	002736_0_2007-Murray,Mary.C

Refresh

Trusted sites

Click on Worklist Item





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Summary Rating | [Elements and Standards](#)

Murray, Mary C **EmpID:** 002736

Performance Plan Start Date: 01/12/2007 **Next Performance Plan By:** 10/01/2007
Performance Plan End Date: 09/30/2007 **Perf Plan Reviewed Date:** 08/13/2007
Review Type: Summary Rating **Summary Rating:** 3 FULLY SUCCESSFUL OR EQUIVALENT

Employment Info when plan was established

Rating Scale: H 5 Tier Performance **Dept:** 914387 Employee Relations Team
Agency: AG 16 NRCS **Position:** 90140882 **Pay Plan:** GS 0201 13
Job Code: 048082 HUMAN RESOURCES SPECLST (EMPL)

Supervisor: 046173 Glover, Johnny L [Create Printable Form](#)

Eval Type: Supervisor

Reviewer Comments: 2007-08-13 - 2007-08-13 - Add comments on the summary rating in this area. - JG

Employee Comment: 2007-08-13 - Employee can make comments here!!! - MM

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Employee

Viewed/Discussed 08/13/2007

Refused Rating

Supervisor

Created Review/Rating

08/13/2007

Reviewer

Concurred Rating

08/13/2007

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End of Summary Rating Process