

CREW PERFORMANCE RATING		Instructions: This rating is to be used only for determining an individual's fire fighting qualifications. All blocks must be completed. Crew will be rated by the immediate supervisor, not crew representative. If deficiencies are indicated for items 9 and 10, explain in item 11.			
1. Crew Name and Number		2. Fire Name and Number		3. Crew Boss (<i>name</i>)	
4. Crew Home Unit and Address			5. Location of Fire (<i>complete address</i>)		
6. Crew Representative		7. Dates on Fire		8. Number of Shifts Worked	
9. Crew Evaluation				11. Areas Needing Improvement	
Rating Factors	Excellent	Satisfactory	Deficient	Needs To Improve	
Physical Condition					
Hot Line Construction					
Mop-Up					
Off Line Conduct					
Use of Safe Practices					
Crew Organization and Equipment					
Other (specify)					
10. Supervisory Performances					
Crew Boss					
Squad Bosses					
Crew Representative					
12. Names of Outstanding Workers (<i>comment</i>)			13. Names of Individuals Needing Improvement (<i>indicate area(s)</i>)		
14. Remarks					
15. Crew Boss (<i>signature</i>) This rating has been discussed with me.					16. Date
17. Rated By (<i>signature</i>)	18. Home Unit (<i>address</i>)		19. Position of Fire		20. Date

Note: For the purposes of this contract, the narrative description of performance has prevalence over the numerical ratings for individual rating factors. Numerical performance ratings will not be to sole basis for determining best value.

When the supervisor completes the **ICS-224** Form they are instructed to put an “X” in Blocks #9 and #10 reflecting their rating. We are replacing the “X” with a number ranging from 0 -10. The supervisor continues to document narrative comment(s) in blocks #11-#14 as appropriate.

General Rating Schematic:

Excellent:	Receives a numerical rating of 8 to 10
Satisfactory:	Receives a numerical rating of 5 to 7
Needs To Improve	Receives a numerical rating of 1 to 4
Deficient	Receives a numerical rating of 0

Use the following crosswalk to help determine the appropriate numerical rating:

Rating Factors

Physical Condition – (Physical abilities, Timeliness and Motivation)

8-10 – Excellent: Easy to identify outstanding examples of the resource always being motivated, ready to work, capable of performing all assignments, anticipating the next work assignment and being physically fit. One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Hot Line Construction - (Responsiveness, Dependability, Knowledge and Needs Limited Direction)

8-10 – Excellent: Easy to identify examples of always being knowledgeable, dependable, needing limited direction and responsive for hot line assignments and tasks. They are recognized as being professional and very capable. One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Mop-Up (Responsiveness, Dependability, Knowledge and Needs Limited Direction)

8-10 – Excellent: Easy to identify examples of always being knowledgeable, dependable, needing limited direction and responsive for mop-up assignments and tasks. They are recognized as being professional and very capable. One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Off Line Conduct (Professionalism, Control of Personnel, Mutual Respect and Integrity)

8-10 – Excellent: Easy to identify examples of complete control of personnel who are demonstrating professionalism, mutual respect and maintaining integrity. One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Use of Safe Practices (Safety Performance, Motivation, Fit for Duty and Consideration of Personnel Welfare)

8-10 – Excellent: Easy to identify examples of a positive safety attitude, obtains excellent performance, crew is always fit for duty and consideration for personnel welfare is exemplary. One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Crew Organization and Equipment (Span of Control, Communication, Personal Protective Equipment and Supplies)

8-10 – Excellent: Easy to identify examples of a well organized team that has excellent communications, quality personal protective equipment and supplies.

One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Other (Specify) No Additional Direction

Crew Boss (Leadership, Duty, Professionalism and Cohesiveness)

8-10 – Excellent: Easy to identify examples of an excellent supervisor, who demonstrates a commitment to the professionalism of the fire service and the importance of duty. One would like for this resource to be available for all incidents.

5-7 – Satisfactory: Meets the terms and conditions of the contract.

1-4 – Needs to Improve: Performance is below average and improvement is needed. The improvements are documented in Block #11.

0 – The contractor is deficient and corrective action must be taken. The deficiencies are documented in Block #11. The deficiencies must be corrected before they are assigned another incident.

Squad Boss – No Additional Direction

Crew Representative – No Additional Direction