

Chapter 5 – Performance Evaluation

PURPOSE

All personnel on assignment will abide by the rules, regulations, policies, safety practices, and instructions from supervisors; respect the rights of fellow workers; and properly care for government and personal property. Review of violations and actions, if necessary, will be done by local supervisors and/or management. Home Area/Region management will follow-up with further investigation, review, termination of emergency employment, or discipline as required.

EVALUATIONS

State of Alaska uses performance evaluations to keep personnel qualifications current. Employees should seek to have an evaluation completed and submitted for every assignment. An evaluation will be prepared for all crews and single resources, regular State and Emergency Firefighters (EFF), assigned to an incident, mobilization base, dispatch or logistics office, or elsewhere; and Incident Management Teams (IMTs). These evaluations are confidential and should be treated as such. An evaluation should be a thorough, accurate, and fair reflection of a single resources or crews' performance in all aspects for the entire period of their assignment.

In some geographical areas, evaluations are not completed unless an employees' performance is outstanding or deficient. Nevertheless, employees should make every effort to obtain a performance evaluation for every assignment. **Evaluations are needed to get credit for the assignment.**

If the supervisor is unable to discuss the evaluation with the employee before their departure from the assignment, the Incident Commander (IC) will ensure the employee receives an opportunity to discuss the rating and respond to any issues in writing.

Crews

The basic guideline for EFF crew (both Type 1 & 2) and non-crew EFF evaluations is found in the current [Alaska EFF Type 2 Crew Management Guide](#). To ensure that established procedure is followed, supervisors will read and adhere to the Crew Evaluation chapter in the [Alaska EFF Type 2 Crew Management Guide](#) when evaluating a crew.

EFF crews, as well as Superintendents/Crew Bosses, will be evaluated for that assignment by the immediate off-crew supervisor using the [Crew Performance Rating \(ICS Form 224\)](#), (Form 1). The term “crew boss” means, “crew superintendent” in the case of a Type 1 crew.

Single Resources

All government personnel shall be evaluated using the [Incident Personnel Performance Rating \(ICS Form 225\)](#), (Form 2). The Forestry office in charge of the assignment will review all evaluations for completeness and any deficient rating(s).

[Incident Management Teams](#) (see Form 3)

ROUTING

Performance evaluations should be coordinated between the incident and home unit supervisor as necessary. When an evaluation is completed, it is routed as follows:

State employee

- A copy will be given to the individual.
- A copy will be given to the Plans Section (to be forwarded to the individual’s home unit).

EFF Crew/Non-Crew

- One copy will be given to the Crew Superintendent/Crew Boss (or individual if non-crew) prior to release.
- One copy will be given to the incident’s Plans function, if applicable, or the administrative unit in charge of the assignment.
- One copy will be sent to the crew/non-crew local governing body, contractor or home unit (whichever is applicable) as soon as possible.

RETENTION

Evaluations for EFF crews or individuals will be maintained by the home Area/Region as part of the crew’s/individual’s record. Evaluations will be reviewed and used for determining effectiveness and performance.

When a “deficient” rating is noted, the home Area/Region will be notified at the earliest opportunity by the Incident Plans Section, the Incident Commander, or the administrative unit in charge of the incident.

CONDUCT AND DISCIPLINE

EFF

The basis for conduct and discipline for crew EFF is found in the [Alaska EFF Type 2 Crew Management Guide](#). The basis for conduct and discipline for non-crew EFF is found in the [Alaska Single Resource AD/EFF Casual Hire Guide](#). It is the intent of Forestry to ensure all EFF are held to the same standard of conduct.

It is worthy of note that non-crew EFF are “at-will-employees” and have no rights, guarantees, or appeals when it comes to employment. The employer can release them at any time and can elect not to hire them. All employees’ conduct and performance reflect on the Division, and non-crew EFF should be chosen to perform well and to serve as good representatives of the Alaska Fire Community. Non-crew EFF are bound by the same conditions of hire as crew EFF.

Throughout the [Alaska EFF Type 2 Crew Management Guide](#), the term “crew boss” shall refer to “crew superintendent” in the case of Type 1 crews, and does not apply in the case of non-crew EFF. References to “village” do not apply in the case of non-crew EFF and may not apply to Type 1 crews as applicable. The term “EFF crew” does not apply to non-crew EFF.

REGULAR STATE/GOVERNMENT EMPLOYEES CONDUCT AND DISCIPLINE

It is the intent of Forestry that all government employees, regular state employees as well as EFF, are held to the same standard of conduct. However, union agreements, personnel rules, and Human Resources' direction dictate response in many aspects of discipline.

Government employees can be terminated from an assignment for cause and required to return to their home unit. The administrative unit in charge of the assignment shall forward to the home unit any evaluations, investigations, reports, etc., done on an employee.

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