

Personal Appearance
Grooming, clothing

Average
Above Average
Below Average

Duane has shown improvement in his overall appearance. He does a good job improving his subordinates appearance.

Subordination:
Management, supervisors, and other employees.

Average
Above Average
Below Average
Unable to Evaluate

Duane is very cordial to all co-workers. see back page. (1)

Attitude:
Toward: Employees, management, supervisors, general public.

Average
Above Average
Below Average
Unable to Evaluate

Duane has maintained an upbeat feeling regarding his coworkers. However, do not take for granted others feelings and attitudes. See Back. (2)

Mosquito Biology:
Life habits, identification, characteristics.

Average
Above Average
Below Average

Duane appears knowledgeable of most mosquitoes found in his region.

Knowledge of Pesticides
Used by District: larvicides, Adulticides, herbicides, and rates applied.
Knowledge of pesticide labels and equipment calibration.

Average
Above Average
Below Average

Duane has adequate knowledge of most insecticides. He should become more proficient in determining rates + %'s, along with an understanding of calibration techniques.

District Policies & Rules & Regulations:
Knowledge and application, Adherence to policies.

Average
Above Average
Below Average

Duane is working closer within the confines of all regulations and policies.

Source Treatment Instruction:
Hand can, mist blower, cold fogger, granules, plane. Proper choice of pesticides.

Average
Above Average
Below Average

Duane has greatly improved his instruction capabilities. He needs to continue working with his operators to reduce "hand-cam" parties if practical.

Safety Practices:
Coordinate safety inspections, Enforcing safety regulations, setting examples for subordinates.

Average
Above Average
Below Average
Unable to Evaluate

Duane works well w/ subordinates and helps enforce district policy re: safety. I did not get to see much of Duane in the field.

Winter Program:
Weed spray contacts, records, reports, knowledge of brushing locations, weed identification.

Average
Above Average
Below Average

Weed Spray contacts finished on time. Duane needs to spend more time w/ subordinates on records to insure correctness.

Ability to Handle Region
Work habits, rechecks,
planning daily schedule,
Personnel assignments, etc.

Average
Above Average
Below Average

Improvement shown in 1988.
Duane should continue developing
his knowledge of Rice growers and
zone requirements.

Communication Skills:
General field operations,
Communication with supervisors,
management, & subordinates
Source reduction problems,
personnel problems,
pesticide problems.

Average
Above Average
Below Average

Because Duane has many years of experience,
he is able to determine problems and
develop answers. He needs to better
his ability to convey these thoughts
to others. See back (3)

Handling of Mosquito
Complaints:
Knowledge of
mosquito identification,
ability to locate mosquito
sources, follow up of unlocated
sources, public relations.

Average
Above Average
Below Average

Duane has shown good improvement
in handling complaints in a
timely manner. He should reduce
his reliance on ULV as a
follow-up to Service Requests
where feasible.

Leadership Qualities:
Public relations, plans
ahead, good communication
skills, accepts responsibility,
dependable, attitude,
quality of work, sets good
example.

Average
Above Average
Below Average

Duane is continuing ^{to develop} his skills
to guide and direct subordinates.
He works well w/ property owners.
He should continue to improve
his stature w/ subordinates so as
to set a good example.

Initiative:
Willingness to expand
knowledge, self improvement,
makes suggestions for improving
existing working conditions
or methods, interest in
organization.

Average
Above Average
Below Average

Duane has made several suggestions
to improve various activities
of the district:
1) Vehicle clean-up schedule
2) Escalator strip

Ability to Understand and
Carry Out Instructions:

Average
Above Average
Below Average

Duane accomplishes all tasks as
instructed

Maintains Good Cooperative
Relationship with Property
Owners:

Average
Above Average
Below Average

Duane works well with most of
growers in his region.

Supervision Skills:
Ability to give instructions
and orders, distribute in-
formation, filter information
from employees to management,
maintains effective working
relationships with his subordinates.

Average
Above Average
Below Average

Duane has continued to
improve his skills in supervision.
He should maintain his position
of authority over subordinates and
strive to improve interpersonal
relationships w/ co-workers.

