

### Rating Summary

Objectives/Skills	Weight	Weighted Rating
1. Customer Service (200) x	5	= 1000
2. Training (200) x	5	= 1000
3. Leadership (200) x	5	= 1000
4. Quality of Work (150) x	5	= 750
5. Attendance (125) x	5	= 625
6. County/Deptl. Rules (125) x	5	= 625
Weighted Total =	<u>5000</u>	Divided by 1000 = <u>5</u>

5

OVERALL  
PERFORMANCE  
RATING

Overall Performance Levels	
Far Exceeds Standards	4.5 and Above
Exceeds Standards	3.5 - 4.49
Consistently Meets Standards	2.5 - 3.49
Marginal Standards	1.5 - 2.49
Below Standards	1.49 and Below

Overall Rating	
Far Exceeds Standards	<input checked="" type="checkbox"/>
Exceeds Standards	<input type="checkbox"/>
Consistently Meets Standards	<input type="checkbox"/>
Marginal Standards	<input type="checkbox"/>
Below Standards	<input type="checkbox"/>

### Appraisal Summary

**Overall Summary** Chief Bolton is a visionary who is well received by his staff and the community. His innovative ideas, hands on approach, and transparent leadership style are nothing less than outstanding. Chief Bolton brings a wealth of knowledge and experience to this department that was greatly needed. His performance during his probationary period has far exceeded expectations. I recommend any applicable merit increases due to him.

**CAREER DEVELOPMENT** As an experienced police chief with an extensive background in law enforcement and police administration, the only recommendation would be that Chief Bolton continues to perfect his managerial skills by attending law enforcement classes, seminars and conferences.

**EMPLOYEE COMMENTS**

090016

SIGNATURES:	Performance Plan	Interim / Other	Probationary / Annual
EMPLOYEE	DATE: SIGN:	DATE: SIGN:	DATE: 9/6/07 SIGN: <i>[Signature]</i>
IMMEDIATE SUPERVISOR (Rater)	DATE: SIGN:	DATE: SIGN:	DATE: SIGN:
NEXT LEVEL SUPERVISOR	DATE: SIGN:	DATE: SIGN:	DATE: SIGN:
DEPARTMENT HEAD	DATE: SIGN:	DATE: SIGN:	DATE: SIGN: <i>[Signature]</i>

Note: The employee's signature acknowledges receipt of this report and not that the employee necessarily agrees with it.