

Contribution-based Compensation and Appraisal System (CCAS)

Contribution Plan
Mid-Point
Closeout
Annual

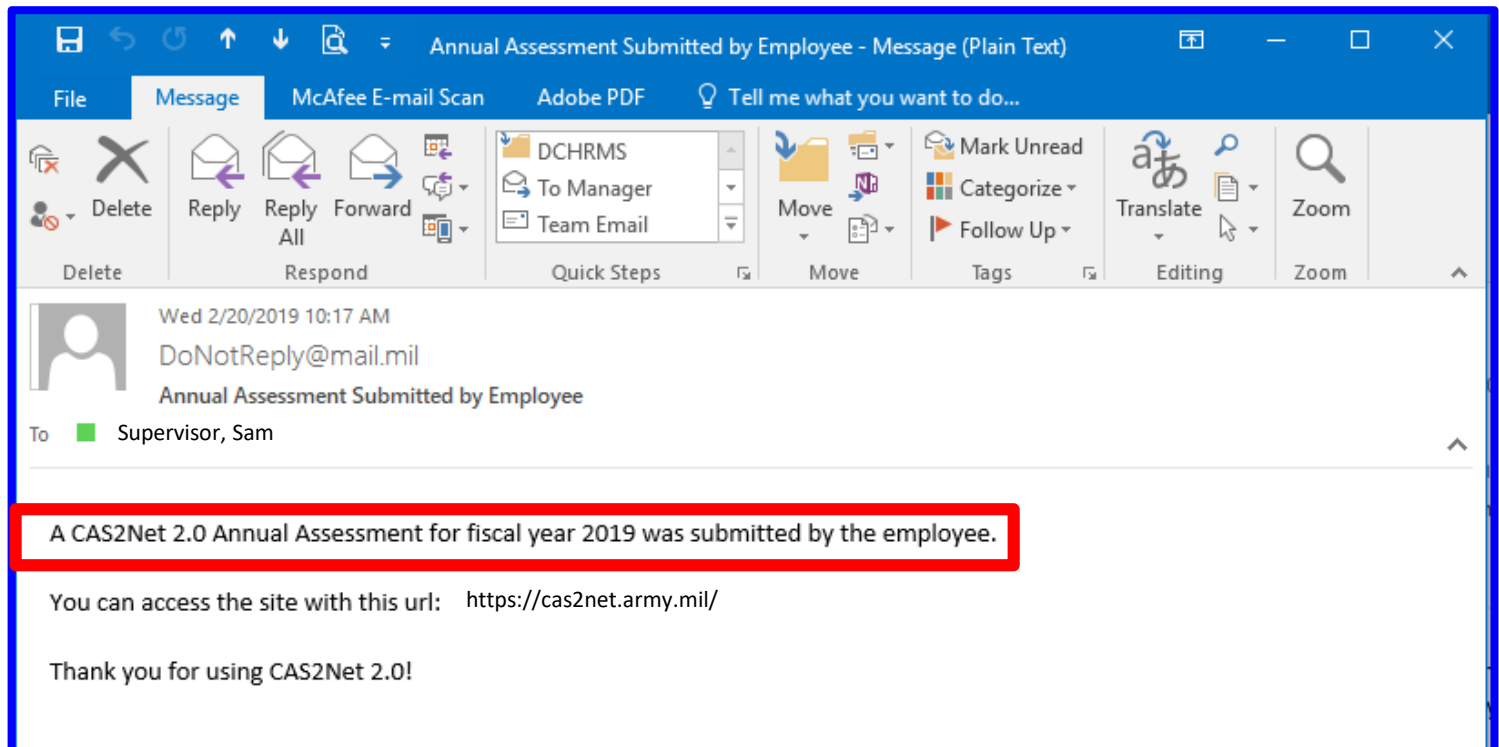
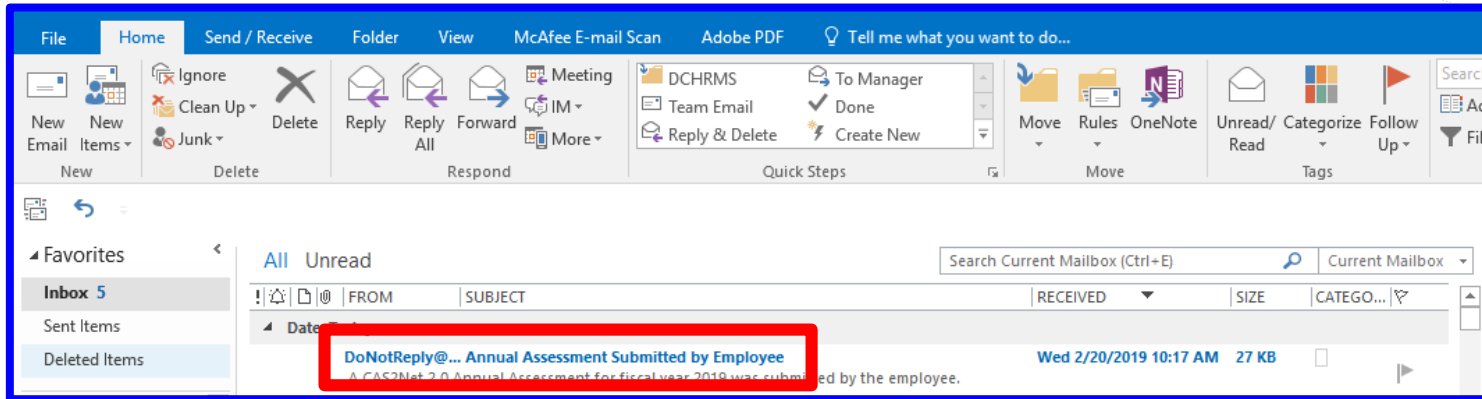
Supervisor 1

The following slides may be slightly different when you access CAS2Net due to continuing refinement of CAS2Net.

Purpose

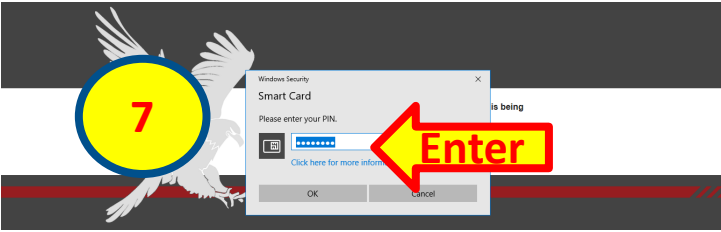
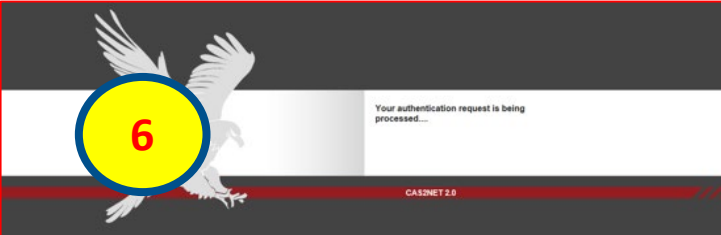
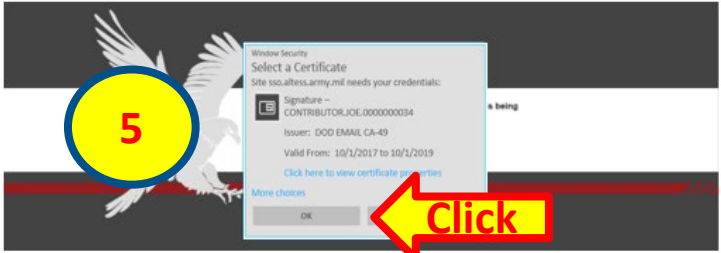
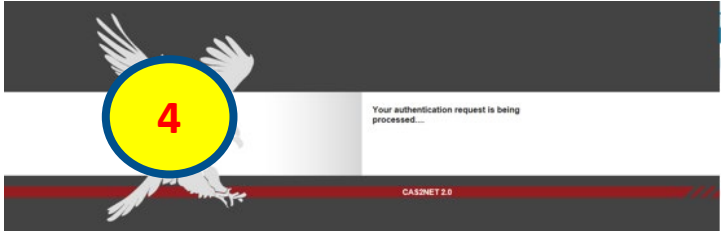
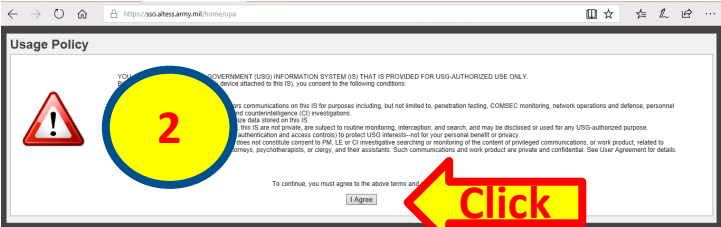
This job aid is a guide on the work flow for the CCAS Annual Assessment in CAS2Net.

Annual Assessment – Email Notification



CAS2Net Login

1 Use <https://cas2net.army.mil> and Save to Favorites



Annual Assessment – Supervisor

The Annual Assessment process by the Supervisor is the same for Contribution Plans with Individual Objectives, Individual Objectives with Mandatory Objective(s), Individual Objectives by Three Factors, and Individual Objectives by Three Factors with Mandatory Objective(s).

Contribution Planning

Contribution Plan Effective Date:
10-01-2018

Contribution Plan(s) For Fiscal Year:
Contribution Plan - Effective 10-01-2018 - Approved 10-25-2018

Individual Objectives:
At the beginning of the annual appraisal period, an employee and supervisor plan how the employee will contribute to the mission of the organization during the appraisal cycle. This contribution planning meeting typically includes discussion of career path and broadband level, contribution factor descriptors and discriminators, expected contribution criteria, Expected OCS (EOCS) and expected categorical level, organizational mission, expected contribution results, Performance Appraisal Quality Level (PAQL) quality of performance, and career development.
The Contribution Planning module encourages collaboration between employees and supervisors to refine contribution and performance objectives.
A written Contribution Plan containing an employee's goals, objectives, and expected contribution and performance should be developed collaboratively by the employee and the supervisor working together to have a clear understanding of what is needed for the employee to satisfactorily and effectively contribute to the organization's mission.

Contribution Planning

Contribution Plan Effective Date:
10-01-2018

Contribution Plan(s) For Fiscal Year:
Contribution Plan - Effective 10-01-2018 - Submitted

Individual Objectives:
Job Achievement and/or Innovation:
Develop a computer program to track material storage and delivery of weapon system parts from the Supply Department to the Operating Forces.
Communication and/or Teamwork:
Coordinate with organization elements and contractors to resolve a classified e-mail problem.
As the Help Desk Assistant, assist over 300 Operating Forces customers monthly by providing accurate and timely responses to all questions and requests for assistance.
Volunteer to lead teaching six Microsoft Office classes and various administrative correspondence courses.
Mission Support:
Establish contact with matrix activities, HQ, and other services and agencies to provide/maintain accurate information on the widget amplification program.

Contribution Planning

Contribution Plan Effective Date:
10-01-2018

Contribution Plan(s) For Fiscal Year:
Contribution Plan - Effective 10-01-2018 - Submitted

Mandatory Objectives:
IDP, Certification and CLPs:
Reviews, discusses and updates the Individual Development Plan (IDP) with the supervisor at counseling milestones to include as a minimum: initial performance review, mid-point review and end of cycle review, and complete 80 continuous learning points (CLPs) within the 2-year cycle (goal is 40 CLPs yearly). If applicable, ensures that IDP includes the timeline for attainment of acquisition certification within the allotted grace period of assignment to the encumbered acquisition position and at the appropriate level (I, II, or III).
Individual Objectives:
Job Achievement and/or Innovation:
Develop a computer program to track material storage and delivery of weapon system parts from the Supply Department to the Operating Forces.
Communication and/or Teamwork:
Coordinate with organization elements and contractors to resolve a classified e-mail problem.
As the Help Desk Assistant, assist over 300 Operating Forces customers monthly by providing accurate and timely responses to all questions and requests for assistance.
Volunteer to lead teaching six Microsoft Office classes and various administrative correspondence courses.
Mission Support:
Establish contact with matrix activities, HQ, and other services and agencies to provide/maintain accurate information on the widget amplification program.

Contribution Planning

Contribution Plan Effective Date:
10-01-2018

Contribution Plan(s) For Fiscal Year:
Contribution Plan - Effective 10-01-2018 - Approved 10-25-2018

Mandatory Objectives:
IDP, Certification and CLPs:
Reviews, discusses and updates the Individual Development Plan (IDP) with the supervisor at counseling milestones to include as a minimum: initial performance review, mid-point review and end of cycle review, and complete 80 continuous learning points (CLPs) within the 2-year cycle (goal is 40 CLPs yearly). If applicable, ensures that IDP includes the timeline for attainment of acquisition certification within the allotted grace period of assignment to the encumbered acquisition position and at the appropriate level (I, II, or III).
Individual Objectives:
At the beginning of the annual appraisal period, an employee and supervisor plan how the employee will contribute to the mission of the organization during the appraisal cycle. This contribution planning meeting typically includes discussion of career path and broadband level, contribution factor descriptors and discriminators, expected contribution criteria, Expected OCS (EOCS) and expected categorical level, organizational mission, expected contribution results, Performance Appraisal Quality Level (PAQL) quality of performance, and career development.
The Contribution Planning module encourages collaboration between employees and supervisors to refine contribution and performance objectives.
A written Contribution Plan containing an employee's goals, objectives, and expected contribution and performance should be developed collaboratively by the employee and the supervisor working together to have a clear understanding of what is needed for the employee to satisfactorily and effectively contribute to the organization's mission.

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Employee

User Notifications

- 02-20-2019 - Contribution Plan Submitted by Employee
- 02-20-2019 - Annual Assessment Submitted by Employee
- 02-19-2019 - Annual Assessment Submitted by Employee
- 02-18-2019 - Midpoint Assessment Submitted by Employee
- 02-17-2019 - Contribution Plan Submitted by Employee

Points of Contact

| Role | Email | Phone Number |
|---|--|--------------|
| Pay Pool Manager SECOND LEVEL, CORA | JEROLD.LEE@HCI.MIL | |
| Sub-Panel Manager SECOND LEVEL, CORA | JEROLD.LEE@HCI.MIL | |

Supervisor 1 Dashboard

2019 Contribution Plan Status for Supervised Employees

| Status | Count |
|----------|-------|
| Draft | 2 |
| Approved | 3 |

2019 Midpoint Assessment Status for Supervised Employees

| Status | Count |
|-------------|-------|
| Not Started | 2 |
| Draft | 2 |
| Released | 2 |

2019 Annual Assessment Status for Supervised Employees

| Status | Count |
|-------------|-------|
| Not Started | 2 |
| Draft | 2 |
| Approved | 2 |

Supervisor Dashboard

- Not Started
- Draft
- Approved

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User Notifications

- 02-20-2019 - Contribution Plan Submitted by Employee
- 02-20-2019 - Annual Assessment Submitted by Employee
- 02-19-2019 - Annual Assessment Submitted by Employee
- 02-18-2019 - Midpoint Assessment Submitted by Employee
- 02-17-2019 - Contribution Plan Submitted by Employee

Points of Contact

| Role | Email | Phone Number |
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| Pay Pool Manager SECOND LEVEL, CORA | JEROLD.LEE@HCI.MIL | |
| Sub-Panel Manager SECOND LEVEL, CORA | JEROLD.LEE@HCI.MIL | |

Supervisor 1 Dashboard

2019 Contribution Plan Status for Supervised Employees

| Status | Count |
|----------|-------|
| Draft | 2 |
| Approved | 3 |

2019 Midpoint Assessment Status for Supervised Employees

| Status | Count |
|-------------|-------|
| Not Started | 2 |
| Draft | 2 |
| Released | 2 |

2019 Annual Assessment Status for Supervised Employees

| Status | Count |
|-------------|-------|
| Not Started | 2 |
| Draft | 2 |
| Approved | 2 |



Annual Assessment - Supervisor

Annual Assessments - Draft

| Name | Phone Number | Phone Ext | Phone Dsn | Email |
|------------------|--------------|-----------|-----------|--------------------|
| CONTRIBUTOR, JOE | | | | JEROLD.LEE@HCI.MIL |

Showing 1 to 1 of 1 entries

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Ok

Option 2 Click

Click

Click

Annual Assessment - Supervisor

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Employee

Employee Annual Assessments

General Information

Fiscal Year: 2019

Employee Annual Assessments - Supervisor 1

Show 25 entries Search:

| Status | Name | Email | Current Supervisor 1 | Date Communicated | Supervisor 1 | Supervisor 2 |
|---------------|---------------------|--------------------|----------------------|-------------------|-----------------|--------------|
| Submitted | CONTRIBUTOR, JOE | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | SUPERVISOR, SAM | |
| * Not Started | ADMINISTRATOR, AMY | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |
| * Not Started | SUPERUSER, SAMANTHA | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |

Showing 1 to 3 of 3 entries Previous 1 Next

* In Status column: indicates an item must be initiated by the employee

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Employee

Annual Assessment for JOE CONTRIBUTOR (Submitted)

General Information

| | | | |
|--|---------------------------------|---|---|
| | <p>Fiscal Year:</p> <p>2019</p> | | |
| Supervisor Level 1: SUPERVISOR, SAM | Supervisor Level 2: | Sub-Panel Manager: SECOND LEVEL, CORA | Pay Pool Manager: SECOND LEVEL, CORA |
| Broadband Level: III | Occupational Series: | Career Path: NH - Business Management and Technical Management Professional | Expected OCS and Range: 63 - 66 - 70 |

Current Contribution Plan Details

Contribution Plan Effective Date:

10-01-2018

Contribution Plan(s) For Fiscal Year:

Contribution Plan - Effective 10-01-2018 - Approved 10-25-2018

Midpoint Assessment For Fiscal Year:

Midpoint Assessment - Completed 02-19-2019

Individual Objectives:

At the beginning of the annual appraisal period, an employee and supervisor plan how the employee will contribute to the mission of the organization during the appraisal cycle. This contribution planning meeting typically includes discussion of career path and broadband level, contribution factor descriptors and discriminators, expected contribution criteria, Expected OCS (EOCS) and expected categorical level, organizational mission, expected contribution results, Performance Appraisal Quality Level (PAQL)/quality of performance, and career development.

The Contribution Planning module encourages collaboration between employees and supervisors to refine contribution and performance objectives.

A written Contribution Plan containing an employee's goals, objectives, and expected contribution and performance should be developed collaboratively by the employee and the supervisor working together to have a clear understanding of what is needed for the employee to satisfactorily and effectively contribute to the organization's mission.

Job Achievement and/or Innovation
Communication and/or Teamwork
Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Scroll Down / Go to Next Slide

Annual Assessment - Supervisor

Click
"Factor Descriptors"
For
Hot Link to
Level Descriptors
See Next Slide

Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: Numeric Score: Performance Score:

Select Option Select Option Select Option

Supervisor 1 Assessment

4,000 Characters for Each Factor
Can Paste 3,600 Characters from Word Doc

Characters: 0/4000

Auto Save Timeout: 300 *Character count may differ from Microsoft Word

Average Performance Score: Inc.
Overall Performance Score (ROR): Inc.
Overall Contribution Score (OCS): Inc.

Cancel Save Return to Employee Submit to Pay Pool

Annual Assessment - Supervisor Hot Link to Factor Level Descriptors

CAS2Net 2.0 Communication and/or Teamwork

https://cas2net.army.mil/Html/FactorDesc/FactorDesc_2_1.html

CAREER PATH: Business Management and Technical Management (NH)
FACTOR: 2. Communication and/or Teamwork
FACTOR DESCRIPTION: This factor captures communication, both verbal and written; interactions with customers, coworkers, and groups; and assignments crossing functional boundaries appropriate for the positions classified to the broadband levels of the NH career path.

| Expected Contribution Criteria | Classification Level and Appraisal Descriptors | Discriminators |
|---|--|--|
| <p>Effectively communicates, verbally and in writing, as needed to coordinate work and keep chain-of-command, coworkers and customers informed of work-related issues, developments and statuses. Actively seeks and promotes diverse ideas and inputs. Works well with others to accomplish mission requirements.</p> <p>Work is timely, efficient, and of acceptable quality. Communications are clear, concise, and at the appropriate level. Personal and organizational interactions exhibit and foster teamwork. Flexibility, adaptability, and decisiveness are exercised appropriately.</p> | <p>NH Level I (Score Range 0-29)</p> <ul style="list-style-type: none"> Clearly explains status/results of assigned tasks. Provides timely data and written analyses for input to management/technical reports or contractual documents. Contributes ideas in own area of expertise. Interacts cooperatively with others. Routinely completes assignments, as required, in support of team goals. | <ul style="list-style-type: none"> Oral Written Contribution to Team Effectiveness |
| | <p>NH Level II (Score Range 22-66)</p> <ul style="list-style-type: none"> Presents informational briefings. Writes, or is a major contributor to, management/technical reports or contractual documents. Uses varied approaches to resolve or collaborate on projects/programs issues. Facilitates cooperative interactions with others. Guides/supports others in executing team assignments. Proactively functions as an integral part of the team. | <ul style="list-style-type: none"> Oral Written Contribution to Team Effectiveness |
| | <p>NH Level III (Score Range 61-83)</p> <ul style="list-style-type: none"> Presents briefings to obtain consensus/approval. Reviews and approves, or is a major contributor to/ lead author of, management reports or contractual documents for external distribution. Provides inputs to policies. Introduces and/or implements innovative approaches to resolve unusual/difficult issues significantly impacting important policies or programs. Promotes and maintains environment of cooperation and teamwork. Leads and guides others in formulating and executing team plans. Sought by team members to contribute to teaming. | <ul style="list-style-type: none"> Oral Written Contribution to Team Effectiveness |
| | <p>VERY HIGH SCORE (Mid-level Descriptors) (Three scores available—105, 110, or 115. Select only one score.)</p> <ul style="list-style-type: none"> In addition to fully meeting the expected contribution criteria: <ul style="list-style-type: none"> Contributed results substantially beyond what was expected in the face of extremely difficult obstacles; contributions were exemplary in quality, quantity, and/or impact to the stated expectations for the goals/objectives described in the contribution plan; Created novel and innovative business methods and processes that contributed substantially beyond expectations to accomplishment of current work and the mission of the organization; and/or Demonstrated the highest standards of professionalism establishing the model for others to follow. Accomplishments and outcomes were of such magnitude that they contributed to the extraordinary success of the organization in exceeding its mission goals and objectives for the year. | |

Writing Tool Kit

Contribution Plan, Midpoint Assessment, Closeout Assessment, Additional Feedback, and Annual Assessment

Contribution Planning

Effective Date:
10-01-2018

Individual Objectives:

The screenshot shows a software interface for 'Contribution Planning'. At the top, there is a purple header bar. Below it, an 'Effective Date' field is set to '10-01-2018'. The main area is titled 'Individual Objectives:'. A red box highlights a toolbar at the top of this area, which contains icons for save, print, cut, copy, paste, and various text formatting options. Below this, a larger toolbar is shown with several callout boxes pointing to specific groups of icons:

- Save/Preview/Print/**: Points to the first three icons (save, print, preview) of the bottom toolbar.
- Cut/Copy/Paste/Paste as Plain Text/Paste from Word/**: Points to the next five icons (cut, copy, paste, plain text, word) of the bottom toolbar.
- Undo/Redo/Find/Replace/Select All**: Points to the next five icons (undo, redo, find, replace, select all) of the bottom toolbar.
- Bold/Italic/Underline**: Points to the first three icons (B, I, U) of the bottom toolbar.
- Decrease Indent/Increase Indent/**: Points to the next two icons (decrease/increase indent) of the bottom toolbar.
- Align Left/Center/Align Right/Justify/**: Points to the next four icons (align left, center, right, justify) of the bottom toolbar.
- Maximize/Show Blocks**: Points to the last two icons (maximize, show blocks) of the bottom toolbar.
- Insert Remove Numbered List/Insert Remove Bulleted/**: Points to the first two icons of the second row of the bottom toolbar.

Auto Save Timeout: 300

Characters: 0/6000

Count may differ from Microsoft Word

Auto Save

Contribution Plan, Midpoint Assessment, Closeout Assessment, Additional Feedback, and Annual Assessment

Contribution Planning

Effective Date:
10-01-2018

Individual Objectives:

Develop a computer program to track material storage and delivery of widget amplification parts.

Auto Save is activated upon typing or pasting text

Auto Save Timeout: 206

Contribution Planning

Effective Date:
10-01-2018

Individual Objectives:

Develop a computer program to track material storage and delivery of widget amplification parts. Consolidate

Auto Save Timeout: Saved

Characters: 108/6000
*Character count may differ from Microsoft Word

Cancel Save Submit to Supervisor 1

Auto Save after 300 seconds (5 minutes)

Best Practice to Save Often

Spell Check

Contribution Plan, Midpoint Assessment, Closeout Assessment, Additional Feedback, and Annual Assessment

Contribution Planning

Effective Date:
10-01-2018

Individual Objectives:

Develop a computer program to track material storage and delivery of widget amplification parts. Consolidate

Auto Save Timeout: 73 Characters: 103/6000

*Character count may differ from Microsoft Word

Annual Assessment - Supervisor

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Employee

Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Factor Description

Score | Score | Score

Categorical Score: Select Option | Numeric Score: Select Option | Performance Score: Select Option

Supervisor 1 Assessment

4,000 Characters for Each Factor
Can Paste 3,600 Characters from Word Doc

Characters: 0/4000

Auto Save Timeout: 300

*Character count may differ from Microsoft Word

Average Performance Score: Inc.
Overall Performance Score (ROR): Inc.
Overall Contribution Score (OCS): Inc.

Cancel | Save | Return to Employee | Submit to Pay Pool

Annual Assessment – Supervisor - Scoring

Annual Assessment for JOE CONTRIBUTOR (Submitted)

General Information

Fiscal Year: 2019

Supervisor Level 2: Sub-Panel Manager: SECOND LEVEL, CORA

Occupational Series: Career Path: NH - Business Management and Technical Management Professional

Broadband Level: III

Expected OCS and Range: 63 - 66 - 70

Reference Point for Categorical Score

Reference Point for Numeric Score

Categorical Score:

Select Option

Numeric Score:

Select Option

Performance Score:

Select Option

- 1 - Unacceptable
- 3 – Fully Successful
- 5 - Outstanding

| Performance Appraisal Quality Level | Performance Appraisal Quality Level Criteria |
|-------------------------------------|---|
| Level 5 – Outstanding | An employee's quality of performance exhibited in achieving his/her contribution results substantially and consistently surpasses the factor-specific expected contribution criteria and the employee's contribution plan goals and objectives. |
| Level 3 – Fully Successful | An employee's performance consistently achieves, and sometimes exceeds, the factor specific expected contribution criteria and his/her contribution plan goals and objectives. |
| Level 1 – Unacceptable | An employee's performance fails to meet the expected contribution criteria and the required results for the goals and objectives set forth in his/her contribution plan for the appraisal cycle. |

| Levels | Categorical | |
|-----------------|-------------|-----|
| Very High Score | High | 1L |
| | Medium | 1M |
| | Low | 1H |
| IV | High | 2L |
| | Medium | 2ML |
| | Low | 2M |
| III | High | 2MH |
| | Medium | 2H |
| | Low | 3L |
| II | High | 3L |
| | Medium High | 3M |
| | Medium | 3H |
| | Medium Low | 3H |
| I | Low | 4L |
| | High | 4M |
| | Medium | 4H |
| | Low | 4H |

| NH Point Range | NJ Point Range | NK Point Range |
|----------------|----------------|----------------|
| 115 | 95 | 70 |
| 110 | 91 | 67 |
| 105 | 87 | 64 |
| 96-100 | 79-83 | -- |
| 84-95 | 67-78 | -- |
| 79-83 | 61-66 | -- |
| 79-83 | 62-66 | 57-61 |
| 67-78 | 52-61 | 47-56 |
| 61-66 | 43-51 | 38-46 |
| 62-66 | 47-51 | 42-46 |
| 51-61 | 41-46 | -- |
| 41-50 | 36-40 | 30-41 |
| 30-40 | 30-35 | -- |
| 22-29 | 22-29 | 22-29 |
| 24-29 | 24-29 | 24-29 |
| 06-23 | 06-23 | 06-23 |
| 00-05 | 00-05 | 00-05 |

Annual Assessment - Supervisor

Annual Assessment for JOE CONTRIBUTOR (Submitted)

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Employee

General Information

Fiscal Year: 2019

| | | | |
|--|----------------------|--|---|
| Supervisor Level 1: SUPERVISOR, SAM | Supervisor Level 2: | Sub-Panel Manager: SECOND LEVEL, CORA | Pay Pool Manager: SECOND LEVEL, CORA |
| Broadband Level: III | Occupational Series: | Career Path: NH - Business Management and Technical | Expected OCS and Range: 63 - 66 - 70 |

Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery for the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the fiscal year. The computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 20 days.

Select Scores

Categorical Score: Select Option Numeric Score: Select Option Performance Score: Select Option

Supervisor 1 Assessment

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery Reorder Tracking System (WASP DRTS), was an innovation development by Joe. The WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed 65 days ahead of schedule and after two months, WASP DRTS was adopted by the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time has improved by 18 days by the end of the fiscal year. A significant improvement since the mid-point. Joe clearly consistently exceeded expectations and was outstanding in the development, and deployment of WASP DRTS for the PM.

Characters: 698/4000

Type or Paste from Word Doc

Incomplete until all factors are assessed and scored

Average Performance Score: Inc.
Overall Performance Score (ROR): Inc.
Overall Contribution Score (OCS): Inc.

Cancel Save Return to Employee Submit to Pay Pool

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Employee

Annual Assessment for JOE CONTRIBUTOR (Submitted)

General Information

Fiscal Year: 2019

| | | | |
|--|----------------------|---|---|
| Supervisor Level 1: SUPERVISOR, SAM | Supervisor Level 2: | Sub-Panel Manager: SECOND LEVEL, CORA | Pay Pool Manager: SECOND LEVEL, CORA |
| Broadband Level: III | Occupational Series: | Career Path: NH - Business Management and Technical Management Professional | Expected OCS and Range: 63 - 66 - 70 |

Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Factor Description

Employee Assessment

This year I planned to publish three technical journal articles on program analysis on widget amplification but submitted five of which four were published. The result impacted in a desired advancement in the project in direct support of our mission to better project the risk assessment.

Coordinated with all nine PMO's and the headquarters and 79 contractors to resolve a classified e-mail problem that resulted in the enhancement of operational security for all parties involved. This solution was adopted command-wide 65 days ahead of the projected operational date.

Select Scores

Categorical Score: 3L Numeric Score: 66 Performance Score: 3

Supervisor 1 Assessment

Concur with employee self-assessment. In addition to the planned three technical journal articles on program analysis on widget amplification, Joe submitted two more for publication. The result impacted in a desired advancement of the WASP DRTS in direct support of our mission that better projected the risk associated with cost increases on delivery time.

Joe coordinated with all nine PMO's and the headquarters and 79 contractors to resolve a classified e-mail problem that resulted in the enhancement of operational security for all parties involved. This solution was adopted command-wide 65 days ahead of the projected operational date. To ensure continuous operation he developed a user guide that was clear and concise in the purpose and desired outcome of the enhanced operational security.

Characters: 805/4000

Auto Save Timeout: 300

Average Performance Score: Inc.
Overall Performance Score (ROR): Inc.
Overall Contribution Score (OCS): Inc.

Cancel Save Return to Employee Submit to Pay Pool

Type or Paste from Word Doc

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Annual Assessment for JOE CONTRIBUTOR (Submitted)

General Information

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|---|-----------------------------|---|--|
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| Broadband Level: III | Occupational Series: | Career Path: NH - Business Management and Technical | Expected OCS and Range: 63 - 66 - 70 |

Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Factor Description

Employee Assessment

Volunteered to take the lead in developing and teaching six Microsoft Office classes to other Office Automation Assistants and division personnel. The Director made the training mandatory for all action officers that resulted in 12 additional classes. This saved \$168,788.86 in TAD and vendor development and training costs, which was then allocated to other unfinanced requirements across the command.

Categorical Score: 3M **Numeric Score:** 67 **Performance Score:** 3

Supervisor 1 Assessment

Concur with employee self-assessment. Joe took the initiative and volunteered to take the lead in developing and teaching six Microsoft Office classes and various administrative correspondence courses to other Office Automation Assistants and division personnel. The Director made the training mandatory for all action officers that resulted in 12 additional classes. Joe tailored the classes to the action officers on staffing process and procedures within the PM and for staff actions going to headquarters. In addition, Joe developed training on and a user guide on the WASP DRTS. This saved \$168,788.86 in TAD and vendor development and training costs, which was then allocated to other unfinanced requirements across the command.

Characters: 738/4000

Auto Save Timeout: 300 *Character count may differ from Microsoft Word

Average Performance Score: 3.67

Overall Performance Score (ROR): 3

Overall Contribution Score (OCS): 67

Cancel Save Return to Employee Submit to Pay Pool

Select Scores

Type or Paste from Word Doc

All factors are assessed and scored

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Job Achievement and/or Innovation
Communication and/or Teamwork
Mission Support

Factor Description

Employee Assessment

Volunteered to take the lead in developing and teaching six Microsoft Office classes and various administrative correspondence courses to other Office Automation Assistants and division personnel. The Director made the training mandatory for all action officers that resulted in 12 additional classes. This saved \$167,343.67 in TAD and vendor development and training costs, which was then allocated to other unfinanced requirements across the command.

Categorical Score:
3M

Numeric Score:
67

Performance Score:
3

Supervisor 1 Assessment

Concur with employee self-assessment. Joe took the initiative and volunteered to take the lead in developing and teaching six Microsoft Office classes and various administrative correspondence courses to other Office Automation Assistants and division personnel. The Director made the training mandatory for all action officers that resulted in 12 additional classes. Joe tailored the classes to the action officers on staffing process and procedures within the PM and for staff actions going to headquarters. In addition, Joe developed training on and a user guide on the WASP DRTS. This saved \$168,788.86 in TAD and vendor development and training costs, which was then allocated to other unfinanced requirements across the command.

Characters: 738/4000

Auto Save Timeout: 300 *Character count may differ from Microsoft Word

Average Performance Score: 3.67
 Overall Performance Score (ROR): 3
 Overall Contribution Score (OCS): 67

Select One

Cancel

Save

Return to Employee

Submit to Pay Pool

Annual Assessment - Supervisor

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Job Achievement and/or Innovation
Communication and/or Teamwork
Mission Support

Factor Description

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Categorical Score:
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Numeric Score:
67

Performance Score:
3

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Characters: 738/4000

Auto Save Timeout: 300 *Character count may differ from Microsoft Word

Average Performance Score: 3.67
 Overall Performance Score (ROR): 3
 Overall Contribution Score (OCS): 67

Cancel
Save
Return to Employee
Submit to Pay Pool

See Next Slide for Each Option

Annual Assessment - Supervisor

Cancel = Cancel, resort to last saved or Auto Saved

Save = Save, pending further action

Return to Employee

If Yes, Must Enter Justification Then Click Yes

Return Annual Assessment

Are you sure you want to return this annual assessment to the employee? If so, this will clear the method of communication and date.

Justification

No Yes

Submit to Pay Pool

Click

Submit Annual Assessment

Are you sure you want to submit the annual assessment and release it to the pay pool?

No Yes

Annual Assessment - Supervisor

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Annual Assessment for JOE CONTRIBUTOR (Approved)

General Information

| | | | |
|---|----------------------|---|---|
| Fiscal Year: 2019 | | | |
| Supervisor Level 1: SUPERVISOR, SAM | Supervisor Level 2: | Sub-Panel Manager: SECOND LEVEL, CORA | Pay Pool Manager: SECOND LEVEL, CORA |
| Broadband Level: III | Occupational Series: | Career Path: NH - Business Management and Technical Management Professional | Expected OCS and Range: 63 - 66 - 70 |

Current Contribution Plan Details

Contribution Plan Effective Date:

Submit to Pay Pool

Midpoint Assessment For Fiscal Year:
Midpoint Assessment - Completed 02-19-2019

Individual Objectives:

At the beginning of the annual appraisal period, an employee and supervisor plan how the employee will contribute to the mission of the organization during the appraisal cycle. This contribution planning meeting typically includes discussion of career path and broadband level, contribution factor descriptors and discriminators, expected contribution criteria, Expected OCS (EOCS) and expected categorical level, organizational mission, expected contribution results, Performance Appraisal Quality Level (PAQL)/quality of performance, and career development.

The Contribution Planning module encourages collaboration between employees and supervisors to refine contribution and performance objectives.

A written Contribution Plan containing an employee's goals, objectives, and expected contribution and performance should be developed collaboratively by the employee and the supervisor together to have a clear understanding of what is needed for the employee to satisfactorily and effectively contribute to the organization's mission.



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Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery Reorder Tracking System (WASP DRTS), was an innovation development by Joe. The WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed 65 days ahead of schedule and after two months, WASP DRTS was adopted by the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time has improved by 18 days by the end of the fiscal year. A significant improvement since the mid-point. Joe clearly consistently exceeded expectations and was outstanding in the development, and deployment of WASP DRTS for the PM.

Average Performance Score: 3.67
 Overall Performance Score (ROR): 3
 Overall Contribution Score (OCS): 67

This record is read-only because the pay pool process has not been validated.

Cancel
Modify

**Submitted
to
Pay Pool**

Annual Assessment - Supervisor

CAS2Net 2.0 Your Session will expire in 14:49 minutes. SAM SUPERVISOR

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- Additional Feedback
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Employee Annual Assessments

General Information

Fiscal Year: 2018

Employee Annual Assessments - Supervisor 1

Show 25 entries Search:

| Status | Name | Email | Current Supervisor 1 | Date Communicated | Supervisor 1 | Supervisor 2 |
|---------------|---------------------|--------------------|----------------------|-------------------|--------------|--------------|
| Submitted | SUPERUSER, SAMANTHA | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |
| Draft | CONTRIBUTOR, JOE | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |
| * Not Started | ADMINISTRATOR, AMY | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |

Showing 1 to 3 of 3 entries

Previous 1 Next

* In Status column: indicates an item must be initiated by the employee

Submitted to Pay Pool

If your pay pool business rules require a Supervisor 2 Approval, view in Slide Show format then click this button. Otherwise, go to next slide

Annual Assessment - Supervisor

The screenshot shows the 'Supervisor 1 Dashboard' with three pie charts:

- 2019 Contribution Plan Status for Supervised Employees:** Legend includes Draft (yellow) and Approved (teal). The chart shows approximately 35% Draft and 65% Approved.
- 2019 Midpoint Assessment Status for Supervised Employees:** Legend includes Not Started (pink) and Released (teal). The chart shows approximately 35% Not Started and 65% Released.
- 2019 Annual Assessment Status for Supervised Employees:** Legend includes Not Started (pink), Draft (yellow), and Approved (orange). The chart shows approximately 35% Not Started, 35% Draft, and 30% Approved.

A red box highlights the 'Index' menu item in the left sidebar, with a yellow arrow pointing to it from the word 'Click'.

BUT if the annual assessment needs to be modify, see next slide.

Modify Annual Assessment - Supervisor

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Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery Reorder Tracking System (WASP DRTS), was an innovation development by Joe. The WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed 65 days ahead of schedule and after two months, WASP DRTS was adopted by the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time has improved by 18 days by the end of the fiscal year. A significant improvement since the mid-point. Joe clearly consistently exceeded expectations and was outstanding in the development, and deployment of WASP DRTS for the PM.

Average Performance Score: 3.67
 Overall Performance Score (ROR): 3
 Overall Contribution Score (OCS): 67

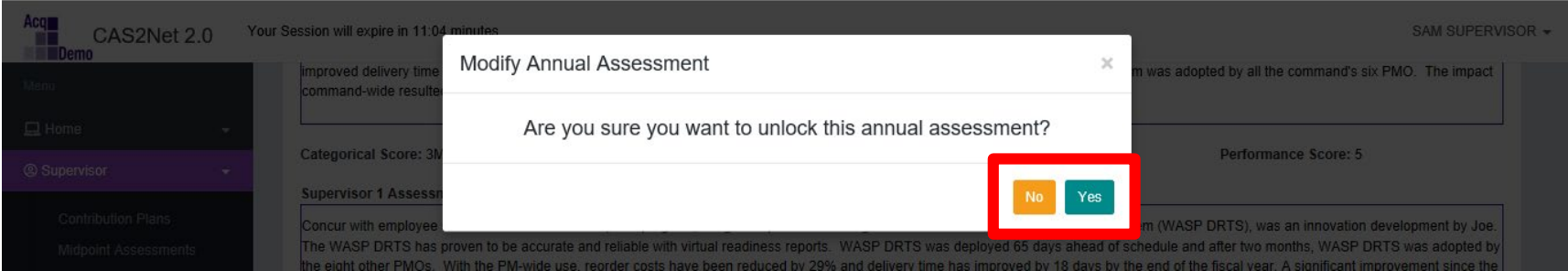
This record is read-only because the pay pool process is complete.

After the supervisor submitted the annual assessment to the Pay Pool, the annual can be modified.

Modify

CAS2Net 2.0 - Powered by ALTESS For Official Use Only (FOUO)

Modify Annual Assessment - Supervisor



Modify Annual Assessment - Supervisor

Modify Annual Assessment

Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Modify Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Concur with employee self-assessment. The WASP DRTS has proven to be accurate for the eight other PMOs. With the PM-wide mid-point. Joe clearly consistently exceeded expectations. WASP DRTS was an innovation development by Joe. In the past 12 months, WASP DRTS was adopted by all PMOs. A significant improvement since the start of the year.

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 67

Cancel Save Return to Employee Submit to Pay Pool

Supervisor Can Modify:

- Supervisor Assessment
- Categorical Score
- Numeric Score
- Performance Score

Click Save then Submit to Pay Pool

Return to Employee Annual Assessment - Supervisor Modify Annual Assessment Return to Employee

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Employee

Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery Reorder Tracking System (WASP DRTS), was an innovation development by Joe. The WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed 65 days ahead of schedule and after two months, WASP DRTS was adopted by the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time has improved by 18 days by the end of the fiscal year. A significant improvement since the mid-point. Joe clearly consistently exceeded expectations and was outstanding in the development, and dep

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 67

Cancel Save **Return to Employee** Submit to Pay Pool

Supervisor can Return to Employee to modify self-assessment

Return to Employee Annual Assessment - Supervisor

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Job Achievement and/or Innovation
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Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery Reorder Tracking System (WASP DRTS), was an innovation development by Joe. The WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed 65 days ahead of schedule and after two months, WASP DRTS was adopted by the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time has improved by 18 days by the end of the fiscal year. A significant improvement since the mid-point. Joe clearly consistently exceeded expectations and was outstanding.

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 67

Cancel
Save
Return to Employee
Submit to Pay Pool

Supervisor can
Cancel and
Submit to Pay Pool

Cancel

Save

Return to Employee

Submit to Pay Pool

Return to Employee Annual Assessment - Supervisor

Return to Employee

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Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact command-wide resulted in a 27% savings in reorder costs and improved delivery time on average by 18.5 days..

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery, and the WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed to the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time has improved by 18.5 days. Joe clearly consistently exceeded expectations and was outstanding in the development, and deployment of the program.

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 67

Cancel Save **Return to Employee** Submit to Pay Pool

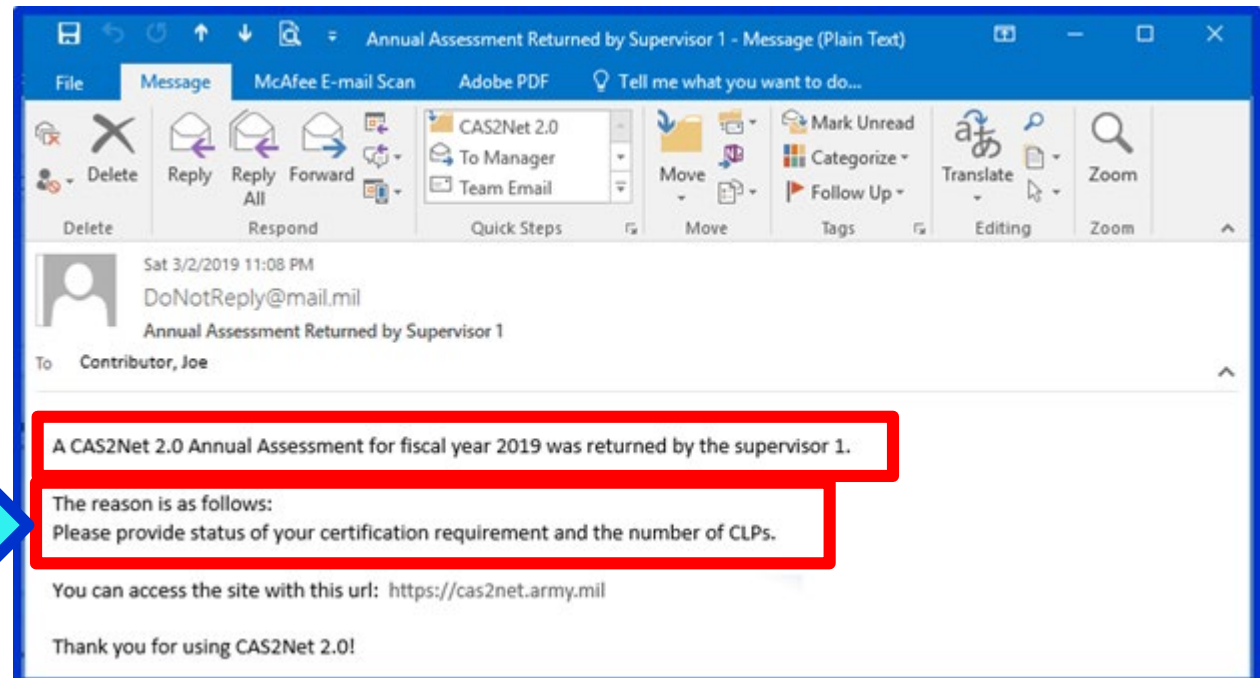
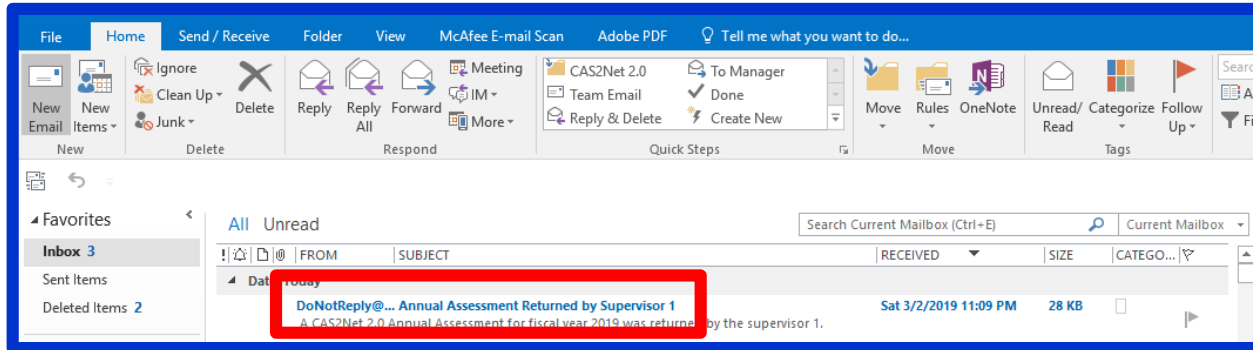
If Supervisor selects Return to Employee for employee to modify self-assessment

Return to Employee Annual Assessment - Supervisor

If Yes, Must Enter Justification Then Click Yes

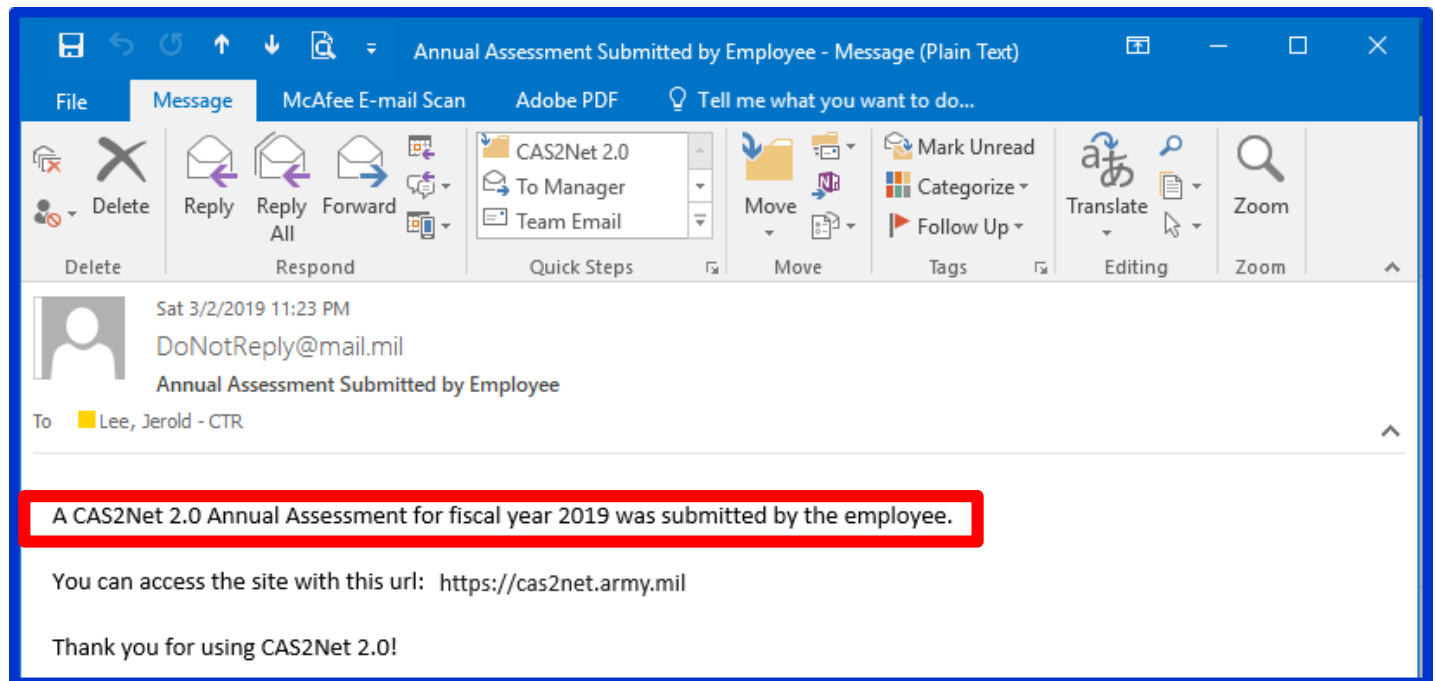
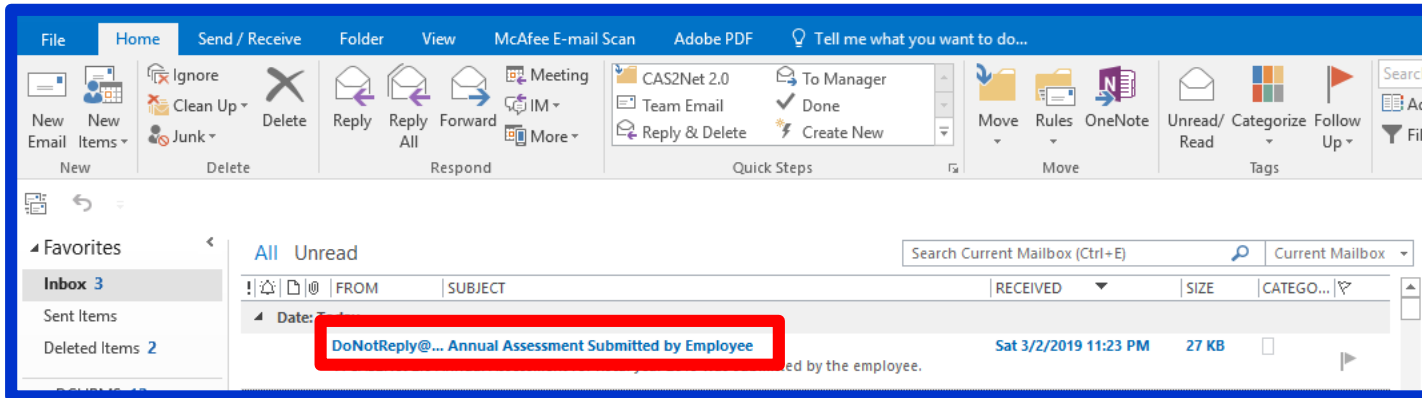
Click

Return to Employee Annual Assessment - Supervisor



Reason
Assessment
Returned to
Employee

Return to Employee Assessment – Employee to Supervisor



Return to Employee Annual Assessment - Supervisor

Employee Annual Assessments

General Information

Fiscal Year: 2019

Employee Annual Assessments - Supervisor 1

Show 25 entries

| Status | Name | Email | Current Supervisor 1 | Date Communicated | Supervisor 1 | Supervisor 2 |
|---------------|---------------------|--------------------|----------------------|-------------------|-----------------|--------------|
| Submitted | CONTRIBUTOR, JOE | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | SUPERVISOR, SAM | |
| * Not Started | ADMINISTRATOR, AMY | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |
| * Not Started | SUPERUSER, SAMANTHA | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |

Annual Assessment for JOE CONTRIBUTOR (Submitted)

General Information

Current Contribution Plan Details

Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Factor Description

Employee Assessment

Developed a computer program to track material storage and delivery of widget amplification parts from the G-4 to the PMO and testers. This tracking system cut reorder costs by 20% and improved delivery time on average by 20 days as of the mid-point of the rating period. By the end of the fiscal year, the computer program was adopted by all the command's six PMO. The impact

Certification, one course remaining; scheduled for last class October.

CLPs 76 for this fiscal year.

Return to Employee Annual Assessment - Supervisor

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Employee

Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Factor Description

Employee Assessment

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Certification, one course remaining; scheduled for last class October.

CLPs 76 for this fiscal year.

Categorical Score: 3M Numeric Score: 67 Performance Score: 5

Supervisor 1 Assessment

Review / Update Supervisor Assessment

Categorical Score

Numeric Score

Performance Score

Concur with employee self-assessment. The computer program, Widget Amplification Storage Parts and Delivery Reorder Tracking System (WASP DRTS), was an innovation development by Joe. The WASP DRTS has proven to be accurate and reliable with virtual readiness reports. WASP DRTS was deployed 65 days ahead of schedule and after two months, WASP DRTS was adopted by the eight other PMOs. With the PM-wide use, reorder costs have been reduced by 29% and delivery time improved by 18.5 days CLP of the fiscal year. A significant improvement since the mid-point. Joe clearly consistently exceeded expectations and was outstanding in the development, and deployment of WASP DRTS for the PM.

Characters: 698/4000

Return to Employee Annual Assessment - Supervisor

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Job Achievement and/or Innovation Communication and/or Teamwork Mission Support

Factor Description

Employee Assessment

This year I planned to publish three technical journal articles on program analysis on widget amplification but submitted five of which four were published. The result impacted in a desired advancement in the project in direct support of our mission to better project the risk assessment.

Coordinated with all nine PMO's and the headquarters and 79 contractors to resolve a classified e-mail problem that resulted in the enhancement of operational security for all parties involved. This solution was adopted command-wide 65 days ahead of the projected operational date.

Categorical Score: 3L Numeric Score: 66 Performance Score: 3

Supervisor 1 Assessment

Review / Update Supervisor Assessment

Concur with employee self-assessment. In addition to the planned three technical journal articles on program analysis on widget amplification, Joe submitted two more for publication. The result impacted in a desired advancement of the WASP DRTS in direct support of our mission that better projected the risk associated with cost increases on delivery time.

Joe coordinated with all nine PMO's and the headquarters and 79 contractors to resolve a classified e-mail problem that resulted in the enhancement of operational security for all parties involved. This solution was adopted command-wide 65 days ahead of the projected operational date. To ensure continuous operation he developed a user guide that was clear and concise in the purpose and desired outcome of the enhanced operational security.

Characters: 8054000

Return to Employee Annual Assessment - Supervisor

Job Achievement and/or Innovation
Communication and/or Teamwork
Mission Support

Factor Description

Employee Assessment

Volunteered to take the lead in developing and teaching six Microsoft Office classes and various administrative correspondence courses to other Office Automation Assistants and division personnel. The Director made the training mandatory for all action officers that resulted in 12 additional classes. This saved \$167,343.67 in TAD and vendor development and training costs, which was then allocated to other unfinanced requirements across the command..

| | | |
|---|---|--|
| Categorical Score: | Numeric Score: | Performance Score: |
| 3M x v | 67 x v | 3 x v |

Supervisor 1 Assessment

[Icons: Save, Undo, Redo, Bold, Italic, Underline, Bulleted List, Numbered List, Indent, Outdent, Paragraph, Link, Unlink, Table, Table Border, Table Cell, Table Cell Background, Table Cell Text, Table Cell Background Text, Table Cell Text Background, Table Cell Background Text Background]

Review / Update
Supervisor Assessment
Categorical Score
Numeric Score
Performance Score

Concur with employee self-assessment. Joe took the initiative and volunteered to take the lead in developing and teaching six Microsoft Office classes and various administrative correspondence courses to other Office Automation Assistants and division personnel. The Director made the training mandatory for all action officers that resulted in 12 additional classes. Joe tailored the classes to the action officers on staffing process and procedures within the PM and for staff actions going through the PM. Joe also provided training on and a user guide on the WASP DRTS. This saved \$168,788.86 in TAD and vendor development and training costs, which was then allocated to other unfinanced requirements across the command.

Characters: 738/4000

Auto Save Timeout: 300 *Character count may differ from Microsoft Word

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- Employee

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 67

Review Categorical Score
Numeric Score
Performance Score

Cancel Save Return to Employee Submit to Pay Pool

Click Submit to Pay Pool

Annual Assessment - Supervisor

The screenshot shows the CAS2Net 2.0 interface for a Supervisor. The top navigation bar includes the Acq Demo logo, the text 'CAS2Net 2.0', a session expiration timer 'Your Session will expire in 32 seconds!!', and the user role 'SAM SUPERVISOR'. A left-hand menu lists various options: Home, Supervisor (selected), Contribution Plans, Midpoint Assessments, Annual Assessments, Additional Feedback, Closeout Assessments, eDocuments, and Reports. The main content area displays performance metrics: 'Average Performance Score: 3.67', 'Overall Performance Score (ROR): 3', and 'Overall Contribution Score (OCS): 67'. Two dialog boxes are overlaid on the screen. The first, titled 'Submit Annual Assessment', asks 'Are you sure you want to submit the annual assessment and release it to the pay pool?' with 'No' and 'Yes' buttons. The second, titled 'Refresh Session', displays the same session expiration warning and a 'Refresh your session?' button.

This screenshot is similar to the first one, showing the CAS2Net 2.0 interface. The session expiration timer now shows 'Your Session will expire in 1:08 minutes'. The 'Submit Annual Assessment' dialog box is still present, asking 'Are you sure you want to submit the annual assessment and release it to the pay pool?' with 'No' and 'Yes' buttons. The background content is partially obscured by the dialog box.

Annual Assessment - Supervisor

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- Reports

Employee

Employee Annual Assessments

General Information

Approved and Submitted to Pay Pool

| Status | Name | Email | Current Supervisor 1 | Date Communicated | Supervisor 1 | Supervisor 2 |
|---------------|---------------------|--------------------|----------------------|-------------------|-----------------|--------------|
| Approved | CONTRIBUTOR, JOE | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | SUPERVISOR, SAM | |
| * Not Started | ADMINISTRATOR, AMY | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |
| * Not Started | SUPERUSER, SAMANTHA | JEROLD.LEE@HCI.MIL | SUPERVISOR, SAM | | | |

Showing 1 to 3 of 3 entries

Previous 1 Next

* In Status column: indicates an item must be initiated by the employee

If your pay pool business rules require a Supervisor 2 Approval, go to next slide

Annual Assessment – Supervisor 1 to Supervisor 2

CAS2Net 2.0 Your Session will expire in 10:07 minutes. ILSA LUND

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Additional Feedback
Closeout Assessments
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Reports

Employee

Annual Assessment for AGATHA POIROT (Submitted)

General Information

Current Contribution Plan Details

Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 83

Cancel Save Return to Employee **Submit to Supervisor 2**

CAS2Net 2.0 - Powered by ALTESS The information contained herein is covered by the Privacy Act of 1974 For Official Use Only (FOUO)

Click
Submit to Supervisor 2

CAS2Net 2.0 Your Session will expire in 9:31 minutes. ILSA LUND

Menu
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Supervisor
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Midpoint Assessments
Annual Assessments

Annual Assessment

General Information

Current Contribution Plan Details

Submit Annual Assessment

Are you sure you want to submit the annual assessment for supervisor 2 approval?

No Yes

Click
Yes

Annual Assessment – Supervisor 1 to Supervisor 2

CAS2Net 2.0 Your Session will expire in 14:46 minutes. ILSA LUND

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Annual Assessment for AGATHA POIROT (Ready for Supervisor 2 Approval)

General Information

Current Contribution Plan Details

Job Achievement and/or Innovation | Communication and/or Teamwork | Mission Support

Average Performance Score: 3.67
Overall Performance Score (ROR): 3
Overall Contribution Score (OCS): 83

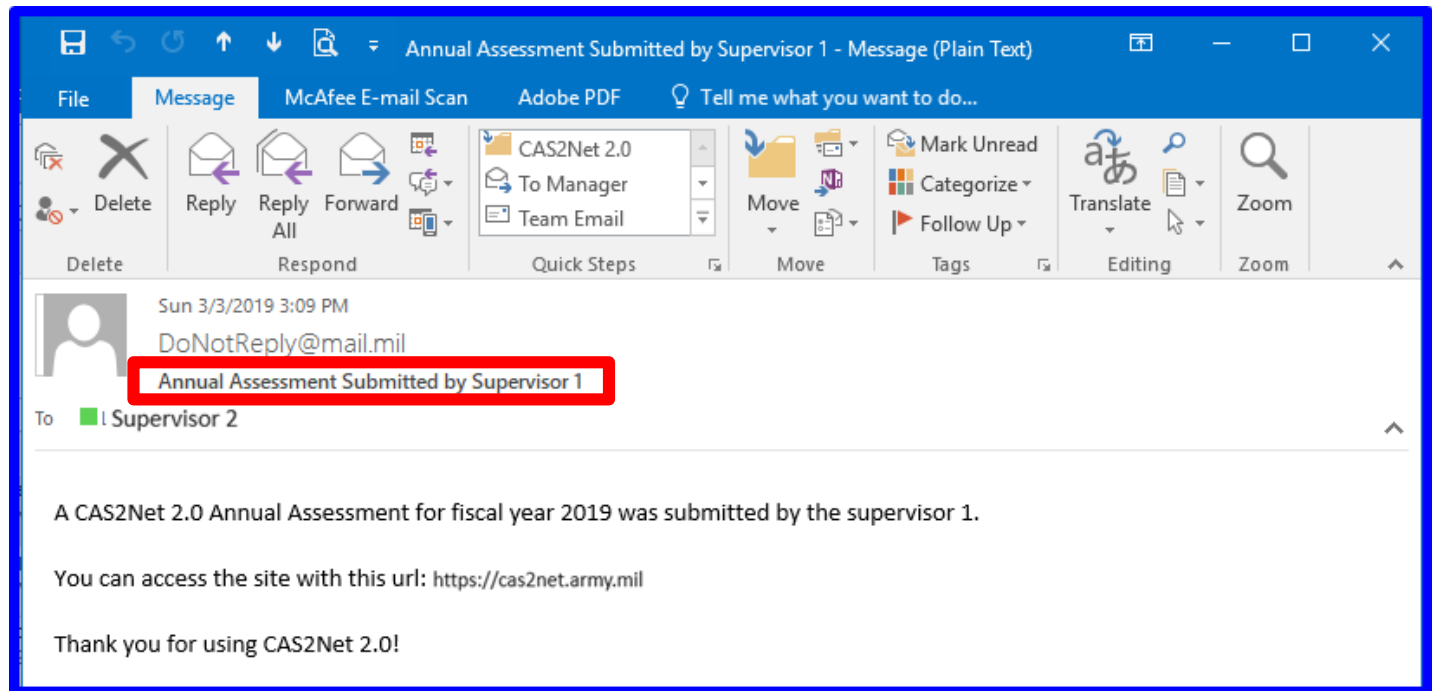
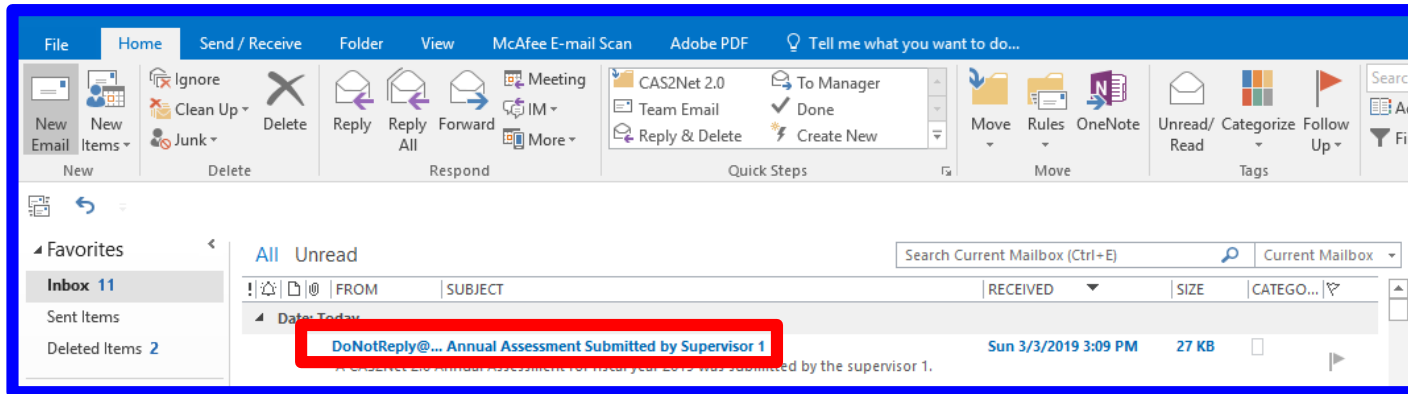
This record is read-only because it has been submitted to supervisor 2 for approval.

Cancel

Annotations:

- Blue box: Ready for Supervisor 2 Approval
- Red box: Edit Profile, Log Out
- Yellow callout: Click
- Yellow callout: Click To Logout

Annual Assessment – Email Notification Supervisor 1 to Supervisor 2



CAS2Net

Questions, Issues, Problems

Altess ServiceNow Service Desk

24/7/365

usarmy.radford.peo-eis.other.service-desk@mail.mil

or

1-800-981-3234