



Yamhill Fire Protection District
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Serving the people of the Yamhill Fire Protection District since 1896

Appendix 747-A

FIRE CHIEF'S PERFORMANCE APPRAISAL

Name _____

Position **FIRE CHIEF**

Evaluation Period _____

Confidential Document:

This is a confidential Document intended for Yamhill Fire Protection District Directors to use as a tool to evaluate the Fire Chief. Any unauthorized viewing, use or distribution is strictly forbidden. This document is exempt from public record according to ORS 192.660 (1) (i).

STRATEGIC PLAN

20____

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

GOAL REVIEW

INSTRUCTIONS:

List the objectives set during the previous performance appraisal. Provide appropriate commentary as to whether or not the goal was accomplished, how it was accomplished, and /or why it was not accomplished.

I. Specific Performance Objectives

A. Strategic Goal _____

GOAL	RESULTS	MET / NOT MET

B. Strategic Goal _____

GOAL	RESULTS	MET / NOT MET

C. Strategic Goal _____

GOAL	RESULTS	MET / NOT MET

D. Strategic Goal _____

GOAL	RESULTS	MET / NOT MET

E. Strategic Goal _____

GOAL	RESULTS	MET / NOT MET

F. Strategic Goal _____

GOAL	RESULTS	MET / NOT MET

II. Management & Leadership – Behaviors Modeled

GOAL	RESULTS	MET / NOT MET
<i>Communication with Board</i> - The Fire Chief should proactively share relevant information in a timely manner, seeking direction and input.		
<i>Professional Relationships</i> - The Fire Chief is expected to establish and maintain positive, effective relationships with public officials and active memberships in appropriate professional organizations.		
<i>Employee Relations</i> – The Fire Chief works to maintain positive, effective, respectful relationships with employees and their leadership, consistent with Board direction.		
<i>Personal Conduct</i> – The Fire Chief is expected to demonstrate the highest professional comportment, consistent with the expectations of the Board.		
<i>Innovation</i> – The Fire Chief seeks to bring new concepts to the District, not for the sake of “newness,” but in order to maintain a competitive position in the provision of efficient, effective emergency services.		
<i>Management Team Effectiveness</i> – The Fire Chief successfully strives to retain, and when necessary, recruit high caliber, non-traditional leaders who can effectively establish direction, motivate, and gain commitment from their staff.		

III. Operational Involvement/Response Readiness

GOAL	RESULTS	MET / NOT MET
The Fire Chief <i>personally</i> maintains appropriate certifications and participates in drills, incidents, and continuing education.		
The Fire Chief <i>organizationally</i> meets operational objectives, including the highest levels of response capability indicating that Operations is the organization’s highest priority.		

OBJECTIVES FOR 20__

Instructions:

Both the Fire Chief and the Board should take part in establishing priorities and setting objectives for the coming year. These should be based on job-related duties assignments as set and communicated by the job description, department objectives, individual objectives, special assignments, etc. Objectives should be specific, clearly defined, and measurable.

	OBJECTIVES/GOALS
1.	
2.	
3.	
4.	
5.	
6.	

ADDITIONAL COMMENTS

Fire Chief's Signature

Date

Sub-Committee Member's Signature

Date

Sub-Committee Member's Signature

Date