



General Information

Position ADMINISTRATIVE	Division ADMINISTRATION	Evaluation Type Periodic
Department EXECUTIVE	Class Spec Chief Deputy	

Ratings Summary : EDDIE CATHEY

Total Score			
3.63			

Rater	Type	Total Score	Weight
EDDIE CATHEY	Rater	3.63	100 %

Content

Competency Section 5 Point Scale	Section Weight 25 %
Job Specific Competencies	
Community Oriented Policing Intelligence Led Policing	Item Weight 16.67 %
Seeks opportunities to integrate organization's mission into delivery of services to the community. Works to establish and maintain positive relationships between agency, other government entities, and other law enforcement agencies. Encourages subordinates to undertake community problem-solving projects and tracks progress, participates in and supports those projects. Uses internal and external intelligence sources to structure deployment of resources, and measures results using methods. Reports Division status to Sheriff through Chief Deputy at least quarterly, using predefined reporting criteria approved by Sheriff.	
Rater & Rating	Comment
EDDIE CATHEY 4 4 - Exceeds Expectations	Encourages subordinates to undertake community problem-solving projects and tracks progress, participates in and supports those projects. Uses internal and external intelligence sources to structure deployment of resources, and measures results using methods. Reports Division status to Sheriff.

Credibility	Item Weight 16.67 %
Provides reliable and accurate information; Offers fully researched recommendations; Ability for own actions and mistakes; Demonstrates honesty and integrity.	
Rater & Rating	Comment
EDDIE CATHEY 4 4 - Exceeds Expectations	Provides reliable and accurate information; Offers fully researched recommendations; Ability for own actions and mistakes; Demonstrates honesty and integrity.

Organizational Savvy

Item Weight 16.67 %

Displays understanding of organizational culture and practices; Incorporates organizational politics effectively; builds alliances across the organization.

Rater & Rating	Comment
EDDIE CATHEY 4 4 - Exceeds Expectations	Positively builds alliances across the agency.

Political Savvy

Item Weight 16.67 %

Displays understanding of political culture and practices; Incorporates political awareness into decision making, utilizes both formal and informal channels to achieve results, navigates the use of politics effectively, builds alliances across the organization.

Rater & Rating	Comment
EDDIE CATHEY 3 3 - Fully Meets Expectations	

Public Contact

Item Weight 16.67 %

Demonstrates helpfulness; Uses respectful and non-discriminatory language; Treats people fairly; Displays cultural sensitivity; Exhibits empathy towards victims.

Rater & Rating	Comment
EDDIE CATHEY 4 4 - Exceeds Expectations	Meet and handles public in a very positive manner.

Technology Leadership/Trends & Directions

Item Weight 16.67 %

Leverages technology for improved efficiency and growth; Tracks emerging technologies; Determines organizational implications of major technology trends; Assesses risks and benefits of adopting new technologies; Addresses implementation and change management issues. Identifies and understands emerging technologies; Assesses risks and benefits of emerging technologies; Identifies issues around implementing new technologies; Determines organizational implications of major trends.

Rater & Rating	Comment
EDDIE CATHEY 3 3 - Fully Meets Expectations	

Competency Section | 5 Point Scale

Section Weight 25 %

Organization Wide Competencies

Accountability

Item Weight 16.67 %

Accepts individual responsibility for work product and personal actions. Follows through and takes ownership for achieving objectives. Understands consequences for failures and mistakes, as well as, accomplishments and successes. Ensures work responsibilities are covered when absent. Deals with anger, frustration and disappointment in a mature manner.

Rater & Rating	Comment
EDDIE CATHEY 4 4 - Exceeds Expectations	

Teamwork

Balances team and individual responsibilities; Exhibits objectivity and openness to others views; Gives and welcomes feedback; Contributes to building a positive team spirit: Puts success of team above own interests.

Rater & Rating Comment

EDDIE CATHEY

4 4 - Exceeds Expectations

Competency Section | 5 Point Scale

Section Weight 25 %

Executive Command Competencies

Decision Making/Problem Solving

Recognizes and/or analyzes an issue or difficult situation and develops an appropriate and effective plan of action for resolution. Considers the impact of decisions and selects an appropriate choice after carefully reviewing applicable information. Makes independent and timely decisions when appropriate.

Rater & Rating Comment

EDDIE CATHEY

4 4 - Exceeds Expectations

Developing Others/Vision/Organizational Commitment

Delegates assignments to appropriate staff, encourages members to take initiative and ownership for their projects, provides timely and objective performance feedback, and gives employees honest and clear feedback regarding strengths, weaknesses and areas for development. Creates and communicates clear vision of agency goals and gains employee commitment.

Recognizes the importance of the mission of each agency division and its contribution to making the overall organization better.

Rater & Rating Comment

EDDIE CATHEY

4 4 - Exceeds Expectations

Leadership/Employee Management

Provides clear expectations and direction to staff in order to meet goals and objectives. Sets standards of performance and holds others accountable for results. Builds consensus, motivates, and encourages others. Demonstrates knowledge of appropriate policies and procedures for recruiting, selecting, counseling, disciplining, and evaluating employees. Establishes acceptable levels of quality and quantity of work, evaluates employees, and implements appropriate disciplinary/counseling measures as necessary.

Rater & Rating Comment

EDDIE CATHEY

4 4 - Exceeds Expectations

Managing Change

Demonstrates support for innovation and organizational changes needed to improve the County's effectiveness. Develops, plans, and follows through on change initiatives. Delivers positive communications regarding change initiatives and aids in employee understanding and buy-in. Maintains stability through change and adversity.

Rater & Rating Comment

EDDIE CATHEY

4 4 - Exceeds Expectations

Planning & Organizational Skills

Anticipates changes in order to effectively allocate and supply necessary resources for ongoing projects, agency operations, and initiatives. Effectively manages time and priorities. Uses foresight and resources to develop and accomplish work objectives.

Rater & Rating	Comment
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EDDIE CATHEY

4 4 - Exceeds Expectations

Policy Development

Researches and develops policies and/or programs in response to agency needs and legal requirements. Initiates updates or improvements to existing policies or programs to meet the business needs of the Sheriff's Office.

Rater & Rating	Comment
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EDDIE CATHEY

working on policy with others.

4 4 - Exceeds Expectations

Strategic Planning & Analysis/Financial Planning/Budget

Assists in preparing budget documents and reports, allocates provided resources and plans for procurement in assigned divisions. Monitors and verifies ongoing cost effectiveness of assigned divisions to ensure fiscal stability of the agency.

Prioritizes, plans, and coordinates work and agency vision with respect to goals, objectives and performance measures set forth by the Sheriff. Contemplates the effectiveness and implications of plans for long and short term goals.

Rater & Rating	Comment
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EDDIE CATHEY

4 4 - Exceeds Expectations

Evaluation Overall Section | Text Only

Overall Comment

Rater	Comment
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EDDIE CATHEY

He is doing a great job. Since coming with us he has worked hard to fit in with this agency in all areas. He has been accepted by all and I hear really good reports and support from all.

Process

1	Rater EDDIE CATHEY	Completed On Tue, May 10, 2016	By clicking certify and submit, you confirm that your rating is complete and accurate. Once your rating is submitted, you will no longer be able to make changes without administrator assistance.
2	Approval KRISTA CAHOON	Completed On Wed, Jun 8, 2016	Comment Released 6/8/2016 KGC
3	Signature TODD ELMORE	Completed On Wed, Jun 8, 2016	x <u><i>TODD ELMORE</i></u>