

YEE NAME: ERIC SCHMIDT
E: SR
CODE: HCCB83

SSN: [REDACTED]
TIMEKEEPER: 52926
CLASSIFICATION: GS-0803 13/06 SAFETY ENGINEER

YEAR-GROUP: 1999 - 190
SALARY: 65,142 HOURS: 80

RY SCORE: 325 - FULLY SUCCESS

PERIOD FROM: 6/20/99
TO: 12/31/99

TOTAL WEIGHTS - CRITICAL: 90
NONCRITICAL: 10

MENT IBER	CRIT(C) NON(N)	WEIGHT FACTOR	RATING LEVEL
1	C	20	3
2	C	25	3
3	C	12	3
4	N	10	4
5	C	18	3
6	C	15	4

DESCRIPTION
ENGR METHODS DEVELOP STRATEGIE
CONDUCT FACE INVESTIGATIONS
DEVELOP/WRITE TECH DOCUMENTS
RECOMDS MODS OF CURR RESEARCH
CONDUCTS TECHNICAL REVIEWS
REPRESENTATION

NOTES:

RATING LEVEL OF 5, 2, OR 1
FOR ANY ELEMENT MUST BE
ACCOMPANIED BY
WRITTEN JUSTIFICATION.

RATING CATEGORIES
SUM RATING

461-500 5-OUTSTANDING
386-460 4-EXCELLENT
286-385 3-FULLY SUCCESS
186-285 2-MARG SUCCESS
100-185 1-UNACCEPTABLE

IN CURRENT GRADE SINCE:
06/20/1999

LAST WITHIN GRADE:
06/20/1999(NEXT=2001)

LAST QSI:

PERSONAL
COPY

provided input to my rating (please check one) Yes No

EMPLOYEE SIGNATURE [Signature]
DATE 2/17/2000

RATING OFFICIAL [REDACTED]
DATE 01/26/00

REVIEW OFFICIAL _____
DATE 1/1/00

COMPUTER FORM -- CDC 0.1101 & CDC 0.1102

Employee Performance Appraisal

Eric Schmidt

June 20, 1999- December 31, 1999

Critical Element #1 (Weight= 20)

Applies engineering techniques and methods for studying work-related injuries to develop intervention and prevention strategies. Provides engineering interface with internal and external professionals/partners in the study of and development of engineering designs, practices, protocols, recommendations etc.

Still becoming integrated into program.

Critical Element #2 (Weight=25)

Conduct FACE investigations (independently or as a Team Member), making contact, conducting investigations, and preparing a written summary report from the investigative findings and other appropriate sources. The summary report should include the sequence of events in accordance with the epidemiologic model of man, machine, and environment relevant to the phases of pre-event, event, and post-event. The summary report should also include recommendations which could prevent similar work-related traumas.

- *Participated in 5 FACE investigations*
- *Primary author for 2 investigations- reports are in draft form*

Critical Element #3 (Weight=12)

Develop and write technical documents and manuscripts for publication and presentation based on the results of research for dissemination in peer-reviewed journals, NIOSH publications and other appropriate media.

Investigation reports are accurate and appropriately documented. As Mr. Schmidt becomes more integrated in the project, there will be the need and opportunities for additional writing tasks summarizing specific types of hazards and/or prevention recommendations.

Non-critical Element #4 (Weight=10)

Proposes recommendations for new or modifications of existing research directions or projects to further the mission of DSR and NIOSH.

- *Initiated the development of Lifeline Session series- toolbox talks*
- *Proposed analysis of data from [REDACTED] Discussed potential analyses and worked with epidemiologists and Fellows who would analyze the data.*
- *Created database of prevention recommendations made in fatality reports as a possible tool by Team members*

Mr. Schmidt has demonstrated initiative in proposing new activities, tools and products for the Fire Fighter Project. The Lifeline Sessions series may be a useful tool for getting prevention messages directly to firefighters.

Critical Element #5 (Weight=18)

Conducts technical reviews of scientific work conducted by others (both internal and external to CDC), participation in inter-branch or interdivisional activities, and providing technical expertise as required to meet the mission and goals of DSR and NIOSH.

- *Reviewed reports authored by Team members.*

Critical Element #6 (Weight=15)

Serves as a representative for the Division and Institute with government agencies, nongovernment and private agencies and organizations, and the public. This includes working independently as a NIOSH representative with representatives such as National Fire Protection Association, U.S. Fire Administration, International Association of Fire Fighters, American National Standards Institute, and local fire departments and unions.

- *Arranged for Team members to observe a large fire department in action.*
- *Proposed membership on the NFPA 1500 Committee (Committee on Fire Service Occupational Safety and Health)*

Mr. Schmidt demonstrates initiative in making and establishing outside contacts.

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YEAR-GROUP: 1999 - 190
SALARY: 62,758 HOURS: 80

PERFORMANCE PLAN

RATING OFFICIAL 7/7/1999
EMPLOYEE SIGNED 7/7/1999

REVIEW OFFICIAL 7/7/1999

PERIOD
FROM: PLAN DATE
TO: 12/31 OR LAST DAY WORKING UNDER PLAN)

PERIOD -- FROM: ___ / ___ / ___
TO: ___ / ___ / ___

TOTAL WEIGHTS - CRITICAL: 90
NONCRITICAL: 10

ELEMENT/CRITICAL	PROGRESS REVIEW	WEIGHT FACTOR	RATING LEVEL	
- C	0	20 X	<u>3</u>	= <u>60</u>
- C	0	25 X	<u>3</u>	= <u>75</u>
- C	0	12 X	<u>3</u>	= <u>36</u>
- N	0	10 X	<u>3</u>	= <u>30</u>
- C	0	18 X	<u>3</u>	= <u>54</u>
- C	0	15 X	<u>4</u>	= <u>60</u>
SUM				= <u>315</u>

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DEVELOP/WRITE TECH DOCUMENTS
RECOMDS MODS OF CURR RESEARCH
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REPRESENTATION

NOTES:
RATING LEVEL OF 5, 2, OR 1
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RATING CATEGORIES
SUM RATING
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100-185 1-UNACCEPTABLE

IN CURRENT GRADE SINCE:
06/20/1999
LAST WITHIN GRADE:
06/20/1999(NEXT=190)
LAST QSI:

LAST AWARD:
SPECIAL ACT:
PERFORMANCE:

RATING OFFICIAL _____
DATE ___/___/___

REVIEW OFFICIAL _____
DATE ___/___/___

Self Evaluation for
Eric R. Schmidt

Engineering Methods Develop Strategies

Self Rating 3 - Fully Success full

Conduct Face Investigations

Participated in six face investigations since 6/99. Served as primary author for two investigations, one of which contained recommendation a substantial addition to a national standard. Served as team lead on two investigations.

Self Rating 3 - Fully Success full

Develop / Write Technical Documents

Self Rating 3 - Fully Success full

Initiated the development of "Lifeline Session" series. A series of toolbox talks the will permit senior fire department personnel to deliver a face-to-face message to fire fighter on methods that will help to reduce the rate of injury and loss of life.

Recommendations for new modifications of existing research

Self Rating 3 - Fully Success full

In the process of developing a series of proposals for FY01.

Conducts Technical Reviews

Self Rating 3 - Fully Success full

Have reviewed reports prepared by others on team of offered suggestion as necessary.

Representation

Self Rating 4 - Excellent

Have arranged for member of the Team to obtain training and actual emergency exposure with the [redacted] Fire Department at no cost to the Government (except transportation). Have submitted necessary paper work needed to advance membership on the NFPA 1500 Committee, (Committee on Fire Service Occupational Safety and Health). Have offered to attend 1999 IAFC meeting.