

Green vs. Hromatka

Case _____ - _____ RBW

Exhibit __6__ of _____

WRC Exhibit 06 - 1st no tenure threat 01 19 09, reprisal for both
log entering and overtime for his home leave period claim

Hromatka, Josh J

From: Hromatka, Josh J
Sent: Monday, January 19, 2009 1:35 PM
To: Green, Marvin E
Cc: Criss, Ola B
Subject: Marvin Green DS-1974 (2)
Attachments: Marvin Green DS-1974.far

Marvin,

Please review and complete your latest DS-1974 attached above. As you know, we have discussed this issue together several times over the past 1-2 weeks, and these discussions have served as formal counseling sessions. We have also discussed these same related issues in your previous DS-1974 dated September 23, 2008. As stated on the forms, you are encouraged to provide your own comments. I have discussed this issue with Ola and she would like to talk with you as well. We can also speak together with Ola as a rating and reviewing group so this issue can be resolved.

Please note that I enjoy working with you very much and appreciate the work that you have done. However, based on my observations, and after having worked with several other new-hire IMS over the years, I believe that you are not putting forth enough effort to get involved with learning all of the facets of your new job in an efficient manner--and thus not contributing to your fair share of the work load here. I really want you to excel and succeed and believe that you can do this if you want to. The main point is that we really need your undivided assistance and support as IMS to contribute fully to completing the IRM mission. We expect and require your cooperation to make this happen.

Thank you. Josh



COUNSELING CERTIFICATION

Name of Employee (Last, First, MI.)		Social Security Number	
Green	Marvin E.	573-94-4490	
Name of Rating Official			
Joseph J. Hromatka			
Date (mm-dd-yyyy)		Period Covered	
01-19-2009	From (mm-dd-yyyy)	09-02-2008	To (mm-dd-yyyy) 04-15-2009

This form is to be used to record the discussion of the rated employee's performance that are a mandatory part of the performance evaluation process. To support the certification statement in the EER form, a minimum of two discussions must occur in each rating cycle, and at least one of them must be documented on this form.

The purpose of this form is twofold: to serve as a record that a thorough performance discussion occurred, and to help ensure that the rating officer and rated employee have a compatible view of the outcome. Notations in the sections can be brief and should aim to highlight major points of the discussion of performance. A copy must be provided to the rated employee. The rating officer should keep the original for his own records. Use a separate copy of the form to document each discussion.

Discussion of Overall Performance: The rating officer should briefly characterize the rated employee's overall performance and cite examples as appropriate. The following items should be components in each discussion:

Are the work requirements being met (as outlined at the start of the rating period)?

The rating officer and rated officer discussed and reviewed the work requirements, as stated in the WRS signed on 9/23/2008. The continuing responsibilities as well as the specific objectives were reviewed. The rated officer was advised and encouraged to become as familiar with as much as possible about Freetown IRM operations as quickly as possible in order to become an integral part of the team and to help balance the work load.

Should the work requirements be changed? If so, how?

Specific objectives are current and reflect what are the required objectives for this rating period.

Is there appropriate supervision and guidance?

There is on-going adequate supervision of the rated employee, who is encouraged to meet with the rating officer whenever needed.

General discussion of performance.

The rated officer began work in Freetown on September 2, 2008 and is learning to perform basic skills related to his new position.

Area(s) for Improvement: Note aspects of performance that need to be improved to better meet the requirements of current assignment as well as to enhance the employee's potential for assuming greater responsibility.

Substantive Knowledge: As a new-hire IMS, you really need to concentrate on the job and integrate yourself as quickly as possible with advancing your knowledge and skills through hands-on involvement with each and every facet of Freetown IRM operations. This means operating, maintaining and troubleshooting telecommunications and Information Technology equipment, supporting customers, solving problems and becoming familiar and well qualified to provide all required service and support requirements for OpenNet, ClassNet, CableXpress, TERP, CLOUT, radio, telephone, pouching, courier and other IRM duties and responsibilities. This includes ISSO, iPost, COMSEC, WebGram, WPAS, eSCORE, DS Admin Tracker, TECHREQ and preparing IRM LES EPRs.

This is a lot of information and will take time and effort on your part to complete, especially when we are forced to multitask in order to get things done in an efficient and effective manner. Our job is demanding and new challenges and problems come up all the time. Therefore, the goal of our job is to focus on the mission at hand and not waste time or get side-tracked on non-related projects or outside subjects that detract from official work. If that happens, our work does not get done and the mission will suffer. The goal of a favorable EER and recommendation for tenure involves working efficiently and effectively and getting the job done properly, as well as looking for methods and results to improve the mission and provide outstanding customer service and support.

You have made some progress with learning the duties and responsibilities of your IMS position. I see that you are capable of doing quality work. However, I have observed the following performance issues that you really need to improve upon in your work here:
-- You need to put forth more effort, display more initiative, accept more responsibility and get more involved in all facets of IRM operations--and not just the few projects that may interest you. Therefore, you need to work at a faster pace, prioritize work and not procrastinate. We are swamped with IRM projects and expect your cooperation and involvement to help carry the heavy work load.
-- You need to work more closely as a team member with your colleagues and not expect to perform all tasks on your own or without coordinating with others on the team--especially if you don't know how to do something. Ask questions and look for ways to resolve problems efficiently and effectively. You need to take more interest, be more pro-active and get more directly involved with our LES teams on a daily basis so that you know what they are working on and to provide them with useful guidance, assistance and support.

Joseph J. Hromatka
Rating Officer



01-19-2009
Date (mm-dd-yyyy)

Employee Comments: The rated employee is encouraged to provide comments, but is not required to do so. The rated employee's signature on the form does not imply full agreement with all the comments recorded, but confirms that the counseling session took place as required.

Marvin E. Green
Rated Employee



01-19-2009
Date (mm-dd-yyyy)