

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) CAREY, JESSE A				2. Rate EN2		3. Desig SW		4. SSN [REDACTED]		
5. ACT ☒ FTS ☐ INACT ☐ AT/ADSW/265 ☐		6. UIC 61008		7. Ship/Station NSA PANAMA CITY			8. Promotion Status REGULAR		9. Date Reported 17JUL03	
Occasion for Report 10. Periodic ☒ 11. Detachment of Individual ☐ 12. Promotion/Frocking ☐ 13. Special ☐				Period of Report 14. From: 18MAR16 15. To: 19MAR15						
16. Not Observed Report ☐		Type of Report 17. Regular ☒ 18. Concurrent ☐			20. Physical Readiness PN		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) SEGO, J C			23. Grade CDR		24. Desig 1110		25. Title CO		26. UIC 61008	
									27. SSN [REDACTED]	
28. Command employment and command achievements. Manages and facilitates over 650 acres of CNIC, NAVSEA, and NETC entities valued at \$600M while supporting the operations and readiness requirements of 18 tenant commands. EXERCISES: HURREX 18; RASS; HAZWOPER; ESI; FRT; CS/SC-19.										
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) OSR TEAM MBR PRI: Harbor Operations Facility Response Team Member-12. Responsible for the operation and upkeep of five OSR Boats, three boom reels, and various floating assets. COLL: Funeral Honors Team Member-12; Honor Guard-12. WATCH: Auxiliary Security Force-12; Port Control Dispatcher-12. PFA: 18-1/18-2.										
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)				30. Date Counseled 18SEP15		31. Counselor PAJE, B S		32. Signature of Individual Counseled [Signature]		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.										
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards					
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB ☐	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.	-	-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time.	-	-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.					
34. QUALITY OF WORK: Standard of work; value of end product. NOB ☐	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.	-	-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently.	-	-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.					
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB ☐	-Actions counter to Navy's retention/reenlistment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.	-	-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	X	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.					
36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB ☐	-Consistently unsatisfactory appearance. -Poor self-control; conduct resulting in disciplinary action. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Excellent personal appearance. -Excellent conduct conscientiously complies with regulations. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	X	-Exemplary personal appearance. -Model of conduct, on and off duty. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.					
37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB ☐	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.	-	-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.	X	-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes wisely and with exceptional foresight. -Seeks extra responsibility and takes on the hardest jobs.					

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PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards		4.0 Above Standards		5.0 Greatly Exceeds Standards					
38. TEAMWORK: Contributions to team building and team results. NOB ☐		-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-		-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.		-		-Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction.					
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB ☐		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.					
40. Individual Trait Avg. total of trait scores divided by number of graded traits. 3.86		41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) OUTBOARD "C" LPO AT SEA SCHOOL				42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. PAJE, B S, ENC (SW/AW) Date: 19MAR19									
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. ONE OF THE FINEST ENGINEMAN WITHIN THE DEPARTMENT! A SUPERB SAILOR, TECHNICAL EXPERT, DEDICATED LEADER! DRIVEN WORKER. His exceptional work ethic has contributed to the upkeep and preservation of Port Operations OSR equipment, maintaining 1500 feet of boom and ensuring that all of the boats are in pristine condition. He has conducted 35 trailering evolutions, 50 booming and unbooming operations, and three oil spill clean-ups with zero mishaps. COMMUNITY/COMMAND INVOLVEMENT. Committed to serving, he volunteered as an Honor Guard member, performing in various honor guard events for NSA-PC and the community, totaling 25 hours. He also participated in 26 funerals for veterans ensuring the family members received the utmost respect for their fallen. MISSION FOCUSED. EN2 completed 200 hours of ASF training over the past year, conducted 200 commercial vehicle inspections, and dedicated 140 hours of Random Antiterrorism Measure searches, improving security posture across the installation. He also stood 720 hours of Port Control watch, ensuring safety and proper entry into Alligator Bayou. EN2 CAREY IS A HARD WORKING, WELL ROUNDED LEADER! Highly recommended for advancement to Petty Officer First Class!															
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. QUAL: UB Operator, Boom Reel Operator, FRT, HAZWOPER. EDU: ICS 300 and 400, Low Speed Vehicle Training and enrolled at Gold Coast Real Estate College.															
Promotion Recommendation		NOB		Significant Problems		Progressing		Promotable		Must Promote		Early Promote		47. Retention: Not Recommended ☐ Recommended ☒	
45. INDIVIDUAL										X				48. Reporting Senior Address COMMANDING OFFICER NAVAL SUPPORT ACTIVITY 101 VERNON AVE PANAMA CITY, FL 32407-7018	
46. SUMMARY		☒		0		0		8		9		5			
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. O'NEILL, B E, LCDR Date: 19MAR19								50. Signature of Reporting Senior Summary Group Average: 3.73 Date: 19MAR19							
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. ☐ I do not intend to submit a statement. ☒ Date: 19MAR19								52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report Date:							