

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 21830		7. Ship/Station CG 73 PORT ROYAL			8. Promotion Status REGULAR		9. Date Reported 12MAR07		
Occasion for Report 10. Periodic ☒ 11. Detachment of Individual ☐ 12. Promotion/Frocking ☐ 13. Special ☐				Period of Report 14. From: 14MAY27 15. To: 15MAR15							
16. Not Observed Report ☐		Type of Report 17. Regular ☒ 18. Concurrent ☐				20. Physical Readiness P		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) HAKES, W A		23. Grade LCDR		24. Desig 1110		25. Title XO		26. UIC 21830		27. SSN [REDACTED]	
28. Command employment and command achievements. CMAV 4A1/4A2, BMDEX 14-06/07/08, PACIFIC DRAGON, AIR 1.1-1.4, AVCERT, RIMPAC 2014, USWEX 14-3.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) MAINT MAN PRI: Maintenance and repair technician assigned to Auxiliaries Division-10. COLL: MWR President-4. WATCH: (U/W) Auxiliary Room Operator-5, Anchor Windlass Operator-10; (I/P) IEM-10, CCS Supervisor-4. PFA: 14-2.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 14SEP15		31. Counselor HODGES, J		32. Signature of Individual Counseled <i>[Signature]</i>			
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.	- ☒	- 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.	- ☒	- 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.	- ☒	- 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. 3.71		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) ASSIGNMENT IN RATE EN "C" 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. HODGES, J, ENC (SW) Date:					
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. ** MY #1 MUST PROMOTE. STUCK IN TRAFFIC BEHIND AN ALL STAR CAST ** Petty Officer Carey is meticulous, self motivated, and reliable. His professionalism far exceeds that of a Second Class Petty Officer. - DECKPLATE LEADER. Trained 12 new engineers in all aspects of watchstanding, 3M, military requirements, and shipboard life. His efforts helped to maintain critical watch stations inport and underway. - DEDICATED. Executes all tasks while performing scheduled maintenance. Spearheaded Auxiliary spaces corrosion control efforts during CMAV 4A2 by contributing 150 hours of corrosion prevention. - EXCELLENT TECHNICIAN. Instrumental in the unscheduled repairs of NR1 & NR2 HPACs, his technical ability and can do attitude saved the Navy 50 man hours and \$75,000 in repair costs. Petty Officer Carey's performance is above and beyond his peers. He is mission oriented and a total team player. Has my strongest recommendation for advancement.											
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. AWD: Good Conduct Award (1).											
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended ☐ Recommended ☒				
45. INDIVIDUAL					X		48. Reporting Senior Address EXECUTIVE OFFICER USS PORT ROYAL (CG 73) FPO AP 96675-1193				
46. SUMMARY		2	0	19	21	11					
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. CAMPBELL, R A, ENS Date: 12 MAR 15						50. Signature of Reporting Senior Summary Group Average: 3.47 Date: 12 MAR 15					
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: 13 MAR 15						52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report Date:					

MEMO

NAVPERS 1616/23

(Rev 5/97)

FITNESS REPORT/ENLISTED EVAL MEMORANDUM ENTRY	Date: 18-Nov-15 PER / REG	Initial: WKW 0-3 X E-35
Name: CAREY, JESSE A.	Grade/Rate: EN2	SSN: 591-31-9566
PERIOD OF REPORT FROM: 14MAY27 TO: 15MAR15		
This memorandum applies to the section checked below:		
☐ Change dates of report to read: FROM: TO: ☐ Change block to read: ☐ Add a block to read: ☒ Performance evaluation received and filed in error with memorandum action. Report was returned to the reporting senior and/or command for correction on 15MAY08. As of 15NOV18, no response was received. Final disposition of rejected report authorized per NAVADMIN 022/10. ☒ Other: Report submitted in error. Missing reports from summary group. Summary line, block 46 shows a total of 53 reports. Only 51 reports were received. The reporting senior's cumulative average will be incorrect due to this error. ☐ Other: . ☒ This administrative action does not correct the report.  J. A. PRICE Director Performance Evaluations Division PERS-32		