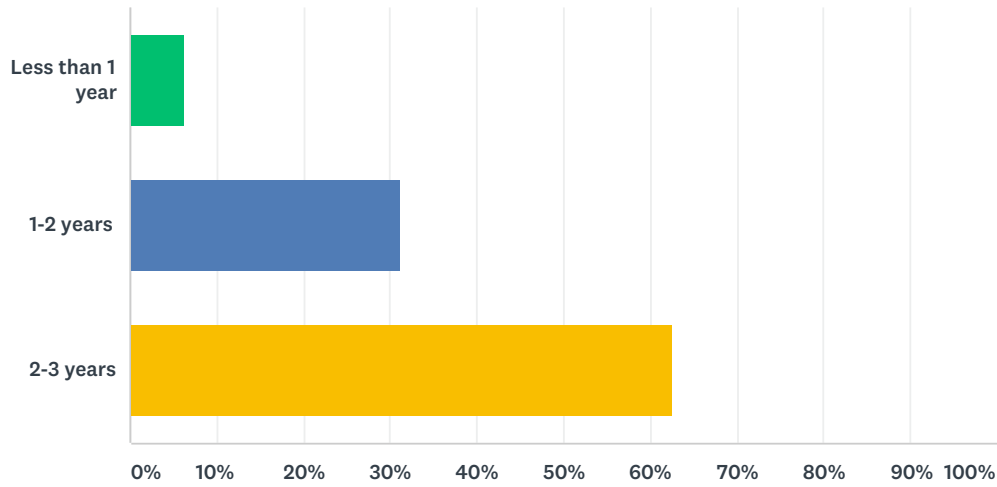


Q1 How long have you worked with Chief Moore?

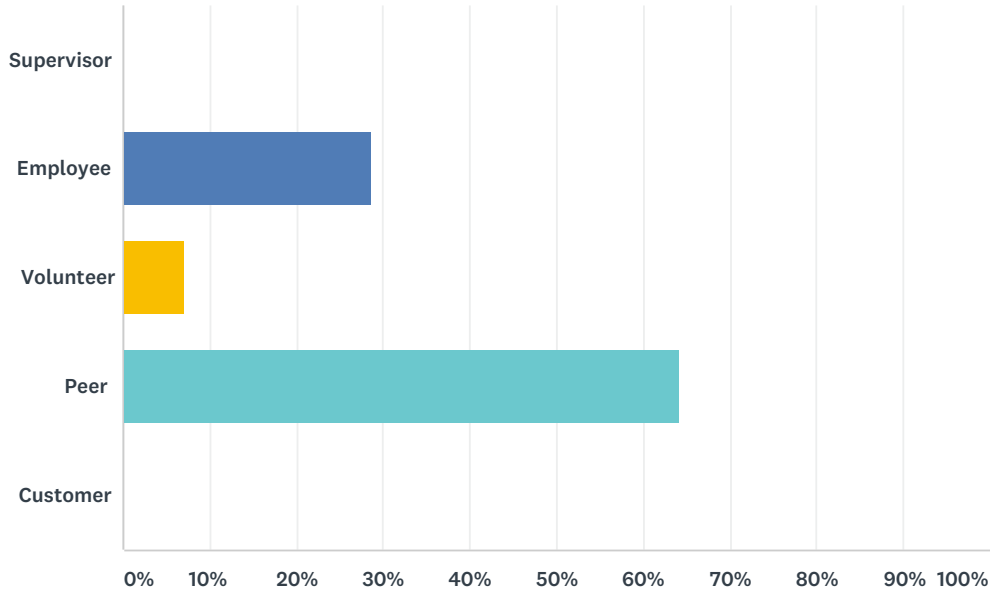
Answered: 16 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 1 year	6.25%	1
1-2 years	31.25%	5
2-3 years	62.50%	10
TOTAL		16

Q2 What is your relationship to Chief Moore?

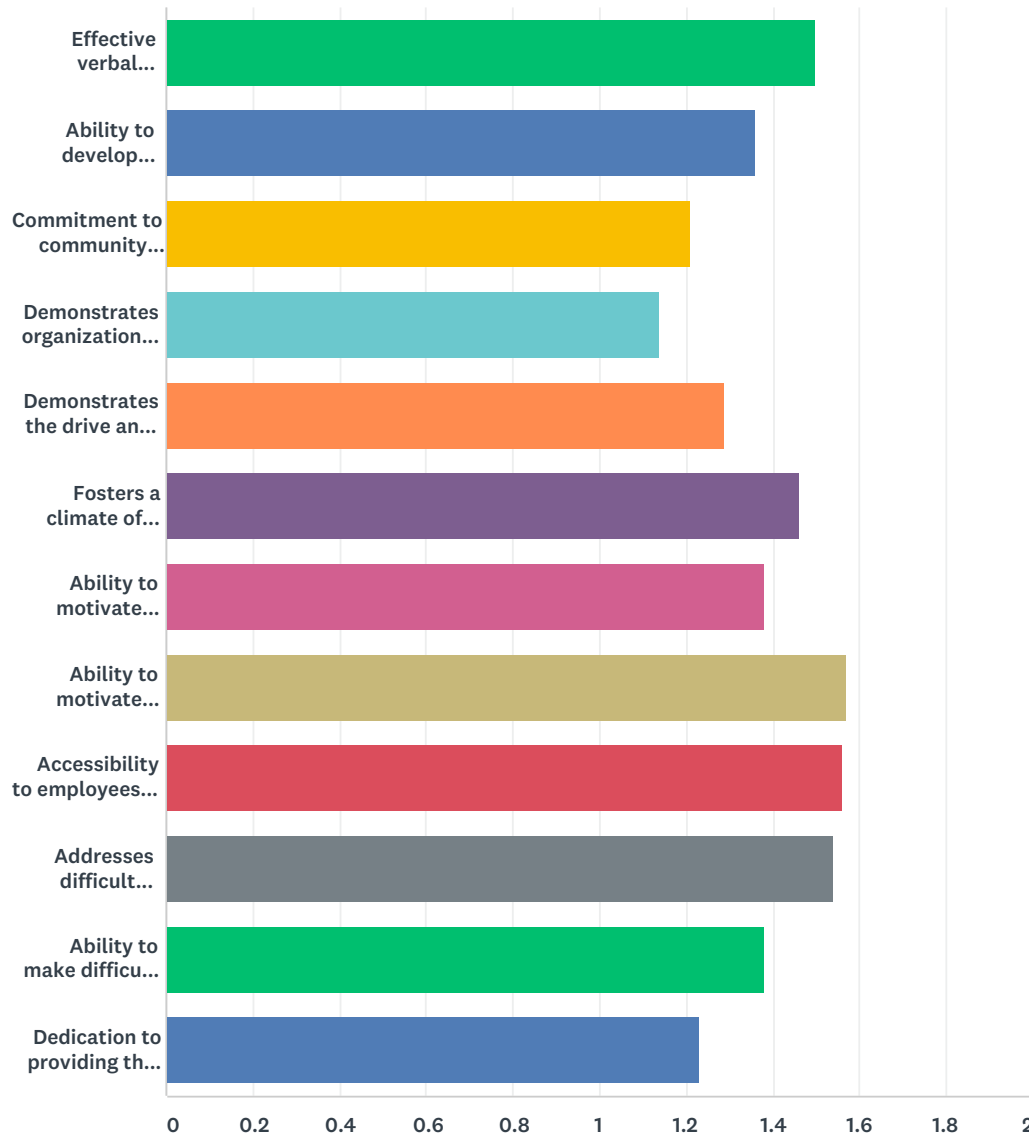
Answered: 14 Skipped: 3



ANSWER CHOICES	RESPONSES	
Supervisor	0.00%	0
Employee	28.57%	4
Volunteer	7.14%	1
Peer	64.29%	9
Customer	0.00%	0
TOTAL		14

Q3 LEADERSHIP: Select the appropriate rating for each skill.

Answered: 14 Skipped: 3



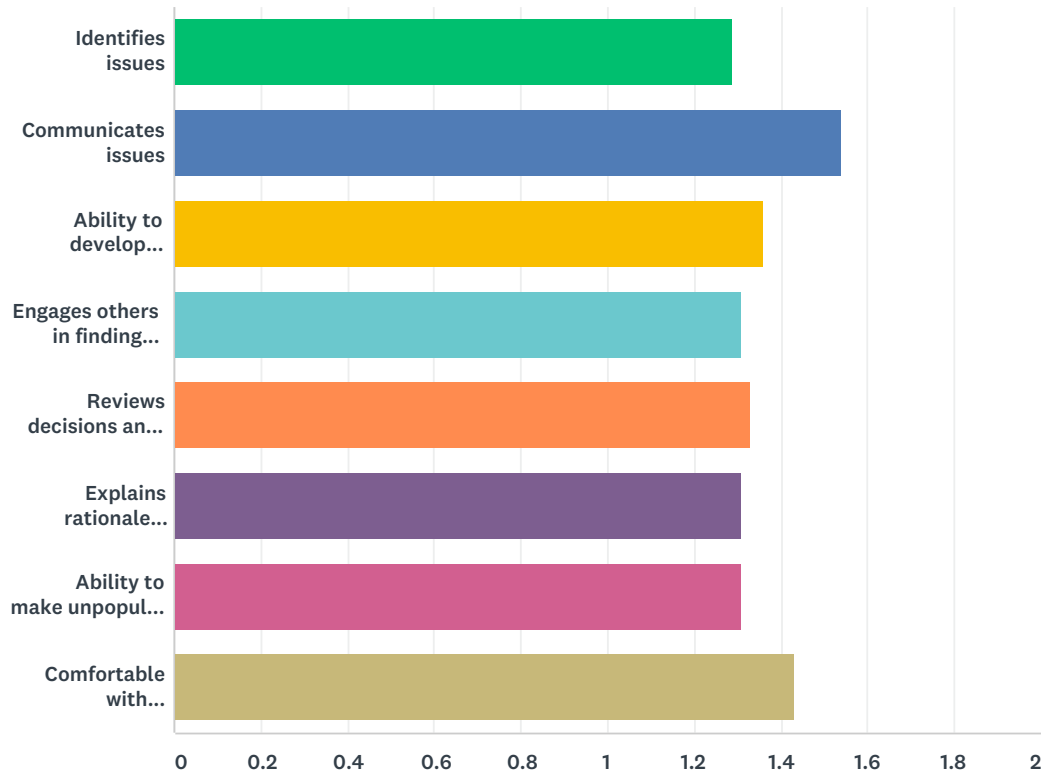
	EXCEEDS REQUIREMENTS	MEETS REQUIREMENTS	NEEDS IMPROVEMENT	TOTAL	WEIGHTED AVERAGE
Effective verbal communication	50.00% 7	50.00% 7	0.00% 0	14	1.50
Ability to develop creative solutions	64.29% 9	35.71% 5	0.00% 0	14	1.36
Commitment to community service	78.57% 11	21.43% 3	0.00% 0	14	1.21
Demonstrates organizational commitment	85.71% 12	14.29% 2	0.00% 0	14	1.14
Demonstrates the drive and energy to achieve established goals	71.43% 10	28.57% 4	0.00% 0	14	1.29

2018 Annual Performance Feedback Survey TMFPD Fire Chief Charles Moore

Fosters a climate of cooperation	53.85% 7	46.15% 6	0.00% 0	13	1.46
Ability to motivate employees	62.50% 5	37.50% 3	0.00% 0	8	1.38
Ability to motivate volunteers	42.86% 3	57.14% 4	0.00% 0	7	1.57
Accessibility to employees, volunteers	55.56% 5	33.33% 3	11.11% 1	9	1.56
Addresses difficult issues	53.85% 7	38.46% 5	7.69% 1	13	1.54
Ability to make difficult decisions regarding employees	75.00% 6	12.50% 1	12.50% 1	8	1.38
Dedication to providing the highest quality customer service	76.92% 10	23.08% 3	0.00% 0	13	1.23

Q4 PROBLEM-SOLVING & DECISION-MAKING : Select the appropriate rating for each skill

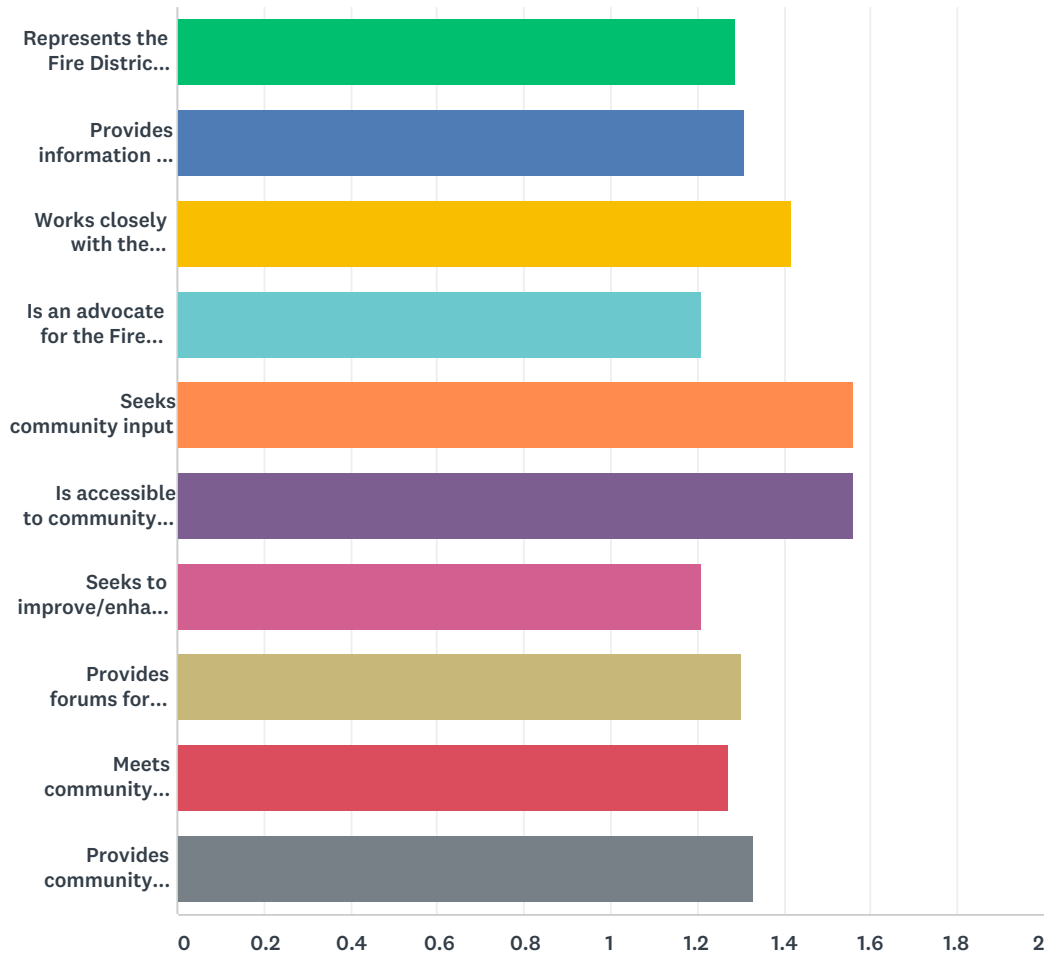
Answered: 14 Skipped: 3



	EXCEEDS REQUIREMENTS	MEETS REQUIREMENTS	NEEDS IMPROVEMENT	TOTAL	WEIGHTED AVERAGE
Identifies issues	71.43% 10	28.57% 4	0.00% 0	14	1.29
Communicates issues	46.15% 6	53.85% 7	0.00% 0	13	1.54
Ability to develop creative solutions and problem solving strategies	64.29% 9	35.71% 5	0.00% 0	14	1.36
Engages others in finding solutions	69.23% 9	30.77% 4	0.00% 0	13	1.31
Reviews decisions and revises plans if necessary	66.67% 8	33.33% 4	0.00% 0	12	1.33
Explains rationale behind decisions	69.23% 9	30.77% 4	0.00% 0	13	1.31
Ability to make unpopular decisions and communicate rationale	69.23% 9	30.77% 4	0.00% 0	13	1.31
Comfortable with change/uncertainty, shows flexibility, adaptability and teamwork	57.14% 8	42.86% 6	0.00% 0	14	1.43

Q5 COMMUNITY RELATIONS: Select the appropriate rating for each skill.

Answered: 14 Skipped: 3



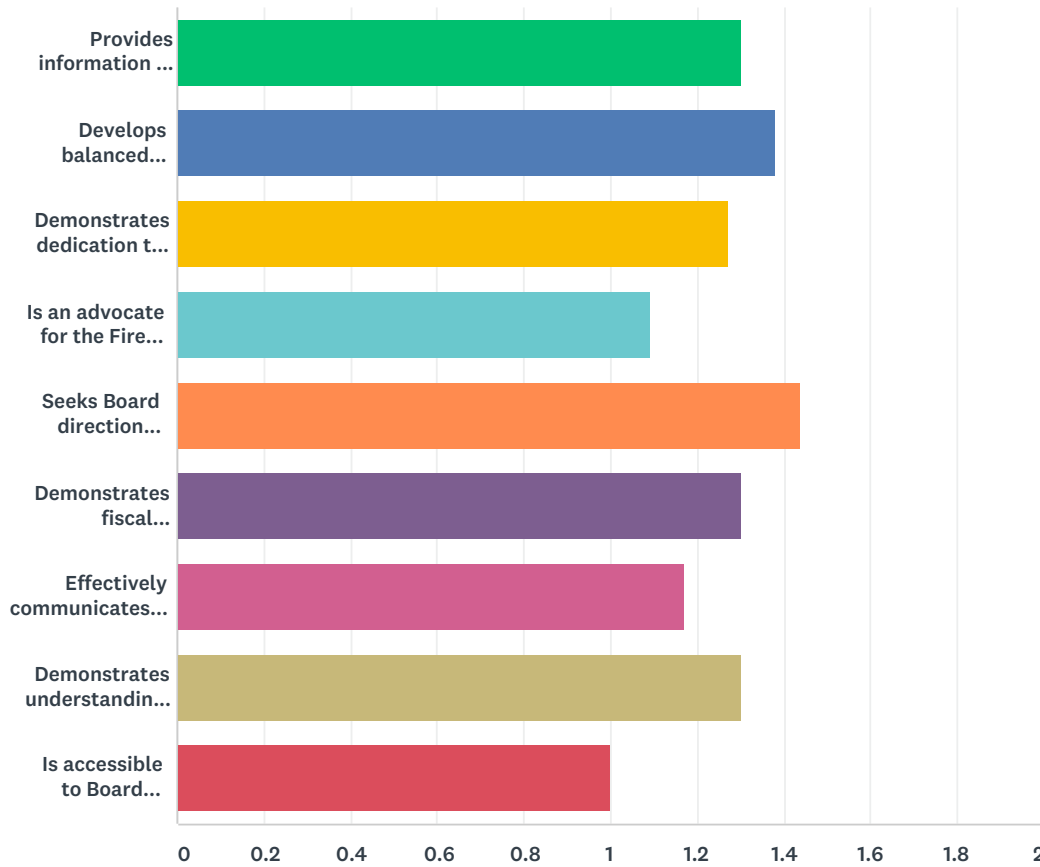
	EXCEEDS REQUIREMENTS	MEETS REQUIREMENTS	NEEDS IMPROVEMENT	TOTAL	WEIGHTED AVERAGE
Represents the Fire District in a positive manner	71.43% 10	28.57% 4	0.00% 0	14	1.29
Provides information and education on issues	69.23% 9	30.77% 4	0.00% 0	13	1.31
Works closely with the community to address issues	58.33% 7	41.67% 5	0.00% 0	12	1.42
Is an advocate for the Fire District	78.57% 11	21.43% 3	0.00% 0	14	1.21
Seeks community input	44.44% 4	55.56% 5	0.00% 0	9	1.56
Is accessible to community members to address issues and concerns	55.56% 5	33.33% 3	11.11% 1	9	1.56
Seeks to improve/enhance service delivery to community	78.57% 11	21.43% 3	0.00% 0	14	1.21

2018 Annual Performance Feedback Survey TMFPD Fire Chief Charles Moore

Provides forums for community to inform/engage	70.00% 7	30.00% 3	0.00% 0	10	1.30
Meets community expectations for fire and fire based EMS service delivery	72.73% 8	27.27% 3	0.00% 0	11	1.27
Provides community outreach and fire prevention programs for schools, families	66.67% 8	33.33% 4	0.00% 0	12	1.33

Q6 BOARD RELATIONS: Select the appropriate rating for each skill.

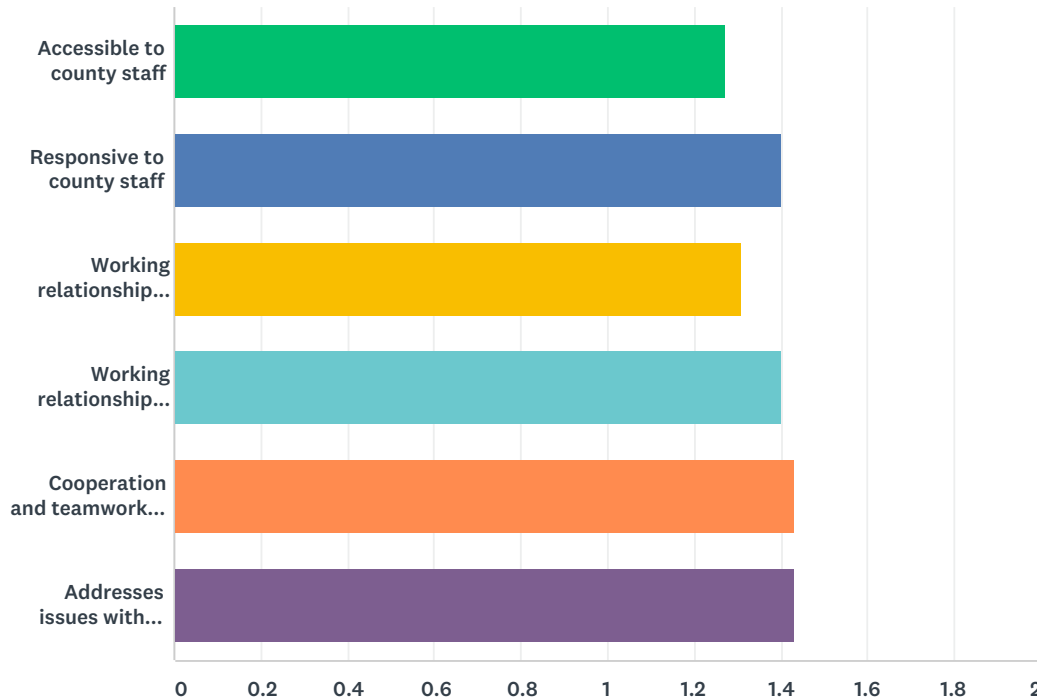
Answered: 14 Skipped: 3



	EXCEEDS REQUIREMENTS	MEETS REQUIREMENTS	NEEDS IMPROVEMENT	N/A	TOTAL	WEIGHTED AVERAGE
Provides information and education on issues	50.00% 7	21.43% 3	0.00% 0	28.57% 4	14	1.30
Develops balanced assessment of policy options	35.71% 5	21.43% 3	0.00% 0	42.86% 6	14	1.38
Demonstrates dedication to the Fire District	57.14% 8	21.43% 3	0.00% 0	21.43% 3	14	1.27
Is an advocate for the Fire District	71.43% 10	7.14% 1	0.00% 0	21.43% 3	14	1.09
Seeks Board direction regarding issues and challenges	35.71% 5	28.57% 4	0.00% 0	35.71% 5	14	1.44
Demonstrates fiscal responsibility	50.00% 7	21.43% 3	0.00% 0	28.57% 4	14	1.30
Effectively communicates with individual board members	35.71% 5	7.14% 1	0.00% 0	57.14% 8	14	1.17
Demonstrates understanding between policy versus operational issues	50.00% 7	21.43% 3	0.00% 0	28.57% 4	14	1.30
Is accessible to Board Members	35.71% 5	0.00% 0	0.00% 0	64.29% 9	14	1.00

Q7 RELATIONSHIP WITH OTHER COUNTY DEPARTMENTS: Select the appropriate rating for each skill.

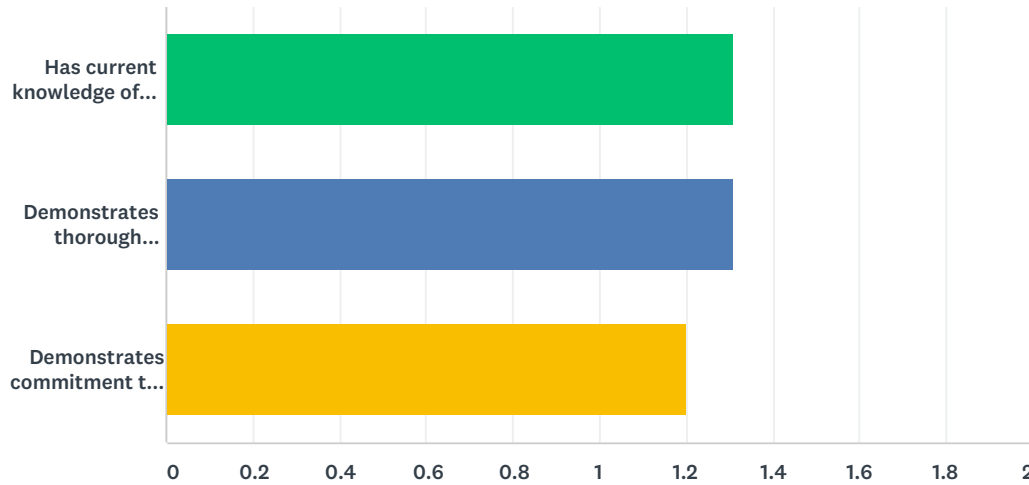
Answered: 14 Skipped: 3



	EXCEEDS REQUIREMENTS	MEETS REQUIREMENTS	NEEDS IMPROVEMENT	N/A	TOTAL	WEIGHTED AVERAGE
Accessible to county staff	57.14% 8	21.43% 3	0.00% 0	21.43% 3	14	1.27
Responsive to county staff	42.86% 6	28.57% 4	0.00% 0	28.57% 4	14	1.40
Working relationships with other county, state or federal fire agencies	69.23% 9	30.77% 4	0.00% 0	0.00% 0	13	1.31
Working relationship with other agencies such as Animal Control, Washoe County Sheriff, Washoe County School District, Department of Emergency Management	42.86% 6	28.57% 4	0.00% 0	28.57% 4	14	1.40
Cooperation and teamwork with other agencies	57.14% 8	42.86% 6	0.00% 0	0.00% 0	14	1.43
Addresses issues with other agencies	57.14% 8	42.86% 6	0.00% 0	0.00% 0	14	1.43

Q8 PROFESSIONAL KNOWLEDGE: Select the appropriate rating for each skill.

Answered: 14 Skipped: 3



	EXCEEDS REQUIRMENTS	MEETS REQUIREMENTS	NEEDS IMPROVEMENT	N/A	TOTAL	WEIGHTED AVERAGE
Has current knowledge of national trends and advances	64.29% 9	28.57% 4	0.00% 0	7.14% 1	14	1.31
Demonstrates thorough knowledge of current fire and EMS services operations	64.29% 9	28.57% 4	0.00% 0	7.14% 1	14	1.31
Demonstrates commitment to enhance professional knowledge and capability	57.14% 8	14.29% 2	0.00% 0	28.57% 4	14	1.20