

Exemption 6 (1) - Personal Privacy of Individuals, applies to all remaining redactions on this page

SEE INSTRUCTIONS ON SECOND PAGE OF FORM
EMPLOYEE PERFORMANCE EVALUATION

NON-EXEMPT

NAME		POSITION TITLE		DATE
[REDACTED]		SC-7 Substation Electrical Engineer		October 5, 2009
LOCATION		DEPARTMENT		DIVISION
West Service Center		Electrical Engineering		Electric Operations
EVALUATING OFFICER		REVIEWING SUPERVISOR		DATE PRESENT POSITION
Robert A. Mullendore		[REDACTED]		August 31, 2009
DATE LAST REVIEW		[REDACTED]		
N/A		[REDACTED]		
CHECK ONE	PROBATION	SEMI-ANNUAL	ANNUAL	OTHER (EXPLAIN)
	30 Days <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PERFORMANCE RATING				
[REDACTED]				
KNOWLEDGE OF JOB- A CLEAR UNDERSTANDING OF THE FACTS OR FACTORS PERTINENT TO JOB COMMENTS: It is too early to discern [REDACTED] total knowledge of the job; however, to date, [REDACTED] has demonstrated a basic knowledge of the things with which [REDACTED] has been presented.				
QUALITY OF WORK- THOROUGHNESS, ACCURACY AND NEATNESS OF WORK COMMENTS: [REDACTED]				
PRODUCTIVITY- DEMONSTRATED ACCOMPLISHMENTS, VOLUME OF WORK COMMENTS: With all the orientation, and new employee tasks, assignments have been purposely kept light to date. This next month will become progressively more detailed, more responsible, and more demanding of [REDACTED] skills. I have noticed that [REDACTED] still feels "uncertain" in [REDACTED] position, and a certain amount of that is expected. I look for more improvement by next evaluation.				
DEPENDABILITY- CONSCIENTIOUS, RESPONSIBLE, RELIABLE WITH RESPECT TO ATTENDANCE, WORK COMPLETION. COMMENTS: [REDACTED]				
COOPERATION- ABILITY AND WILLINGNESS TO WORK WITH ASSOCIATES, SUPERVISORS AND OTHERS. COMMENTS: [REDACTED]				
SAFETY PRACTICE- PRACTICES GOOD SAFETY HABITS. COMMENTS: [REDACTED]				
OVERALL RATING: <input type="checkbox"/> BELOW AVERAGE <input type="checkbox"/> UNSATISFACTORY <input type="checkbox"/> FAIR <input checked="" type="checkbox"/> GOOD <input type="checkbox"/> EXCELLENT <input type="checkbox"/> OUTSTANDING				
B. DEVELOPMENT PLAN FOR IMPROVEMENT (IF APPROPRIATE) I will assign more and more responsible work this month as [REDACTED] becomes more familiar with [REDACTED] new environment. I have already handed [REDACTED] some more detailed tasks and will continue to do so incrementally. I want [REDACTED] to be ready to go to the field for data collection and other work that requires [REDACTED] presence, his professional training, and his on the job familiarity.				
C. EMPLOYEE COMMENTS: [REDACTED]				
SIGNATURE				DATE
[REDACTED]				10/6/2009
EVALUATING OFFICER SIGNATURE		DATE		DATE
Robert A. Mullendore		10-06-09		10/20/09
[REDACTED]		[REDACTED]		[REDACTED]

WAT 10.28.09

'10 DEC 3 RCVD

INSTRUCTIONS ON SECOND PAGE OF FORM
EMPLOYEE PERFORMANCE EVALUATION

NON-EXEMPT

Exemption 6 (1) - Personal Privacy of Individuals, applies to all remaining redactions on this page

NAME [REDACTED]		POSITION TITLE SC-7 Substation Electrical Engineer		DATE November 3, 2009
LOCATION West Service Center		DEPARTMENT Electrical Engineering	DIVISION Electric Operations	
EVALUATING OFFICER Robert A. Mullendore		REVIEWING SUPERVISOR	DATE PRESENT POSITION August 31, 2009	DATE LAST REVIEW October 5, 2009
CHECK ONE 60 Days	PROBATION <input checked="" type="checkbox"/>	SEMI-ANNUAL <input type="checkbox"/>	ANNUAL <input type="checkbox"/>	OTHER (EXPLAIN) <input type="checkbox"/>
KNOWLEDGE OF JOB- A CLEAR UNDERSTANDING OF THE FACTS OR FACTORS PERTINENT TO JOB COMMENTS: It is still too early to discern [REDACTED] total knowledge of the job because I have been off work for being sick; however, [REDACTED] has demonstrated good basic knowledge of overall concepts and methods.		[REDACTED]		
QUALITY OF WORK- THOROUGHNESS, ACCURACY AND NEATNESS OF WORK. COMMENTS: [REDACTED] is presenting [REDACTED] first 2-3 projects for drafting. Once this is done and they are brought to me for review, I can better evaluate this area. [REDACTED] knowledge in conversations and memos is evident, but I need more communication from [REDACTED] more documentation and evidence gathering in preparing design drawings and specifications.				
PRODUCTIVITY- DEMONSTRATED ACCOMPLISHMENTS, VOLUME OF WORK. COMMENTS: [REDACTED] productivity continues to be slower than I would like. I do see [REDACTED] at [REDACTED] desk, and cannot determine whether [REDACTED] is working or whether [REDACTED] is staring at [REDACTED] computer. I want him to make improvement on productivity and results prior to our next review session.				
DEPENDABILITY- CONSCIENTIOUS, RESPONSIBLE, RELIABLE WITH RESPECT TO ATTENDANCE, WORK COMPLETION. COMMENTS: [REDACTED] attendance continues to be good. [REDACTED] is conscientious in going out to do work, but as he gets more familiar, I want [REDACTED] to become more independent and thorough in field reviews. [REDACTED] has a good sense of responsibility to [REDACTED] job.				
COOPERATION- ABILITY AND WILLINGNESS TO WORK WITH ASSOCIATES, SUPERVISORS AND OTHERS. COMMENTS: I find this area to be better than good, especially this last month.				
SAFETY PRACTICE- PRACTICES GOOD SAFETY HABITS. COMMENTS: After initial reviews on following safety rules, I have found [REDACTED] to be very conscientious and aware of good safety practices.				
OVERALL RATING BASED ON ABOVE: <input checked="" type="checkbox"/> MEETS OR EXCEEDS <input type="checkbox"/> MEETS <input type="checkbox"/> FALLS BELOW				
B. DEVELOPMENT PLAN FOR IMPROVEMENT (IF APPROPRIATE) During this upcoming 30 day period, I have assigned several more jobs for [REDACTED] to do, and which I expect to be done. When I see the results of drafting of [REDACTED] work drawings, I will scrutinize them closely, and add notes to the file on same. I want [REDACTED] to step up productivity, and this can be helped by [REDACTED] involvement in our bi-weekly engineering meetings and comments.				
C. EMPLOYEE COMMENTS:				
SIGNATURE [REDACTED]		DATE 11/4/2009		
EVALUATING OFFICER SIGNATURE Patrick J. Mould	DATE 11/4/09	SIGNATURE Robert A. Mullendore		DATE 11-04-2009

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SEE INSTRUCTIONS ON SECOND PAGE OF FORM
EMPLOYEE PERFORMANCE EVALUATION

NON-EXEMPT

NAME		POSITION TITLE		DATE	
[REDACTED]		SC-7 Substation Electrical Engineer		December 9, 2009	
LOCATION		DEPARTMENT		DIVISION	
West Service Center		Electrical Engineering		Electric Operations	
EVALUATING OFFICER		REVIEWING SUPERVISOR		DATE PRESENT POSITION	
Robert A. Mullendore		[REDACTED]		August 31, 2009	
DATE LAST REVIEW		[REDACTED]		November 3, 2009	
CHECK ONE	PROBATION	SEMI-ANNUAL	ANNUAL	OTHER (EXPLAIN)	
	90 Days <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
KNOWLEDGE OF JOB- A CLEAR UNDERSTANDING OF THE FACTS OR FACTORS PERTINENT TO JOB			U I G E O		
COMMENTS: I am concerned about [REDACTED] command of the job. [REDACTED] has previously demonstrated good basic knowledge of overall concepts and methods. However, I worry whether it extends further into detailed knowledge. I need to see more.			[] [] [X] [] []		
QUALITY OF WORK- THOROUGHNESS, ACCURACY AND NEATNESS OF WORK			U I G E O		
COMMENTS: [REDACTED] has presented drawings on 3 occasions, but they still need work. I expected this work to be done by this date. We are at 90 days and we still cannot send them to the field for use. Morris Sub Transformer Control must be entirely ready by delivery date of the controls for immediate installation. Griffin Wheel is up in the air. We have no drawings for design of extensions nor scope & estimate of costs.			[] [X] [] [] []		
PRODUCTIVITY- DEMONSTRATED ACCOMPLISHMENTS, VOLUME OF WORK			U I G E O		
COMMENTS: [REDACTED] productivity continues to be slower than I would like. I want [REDACTED] to make marked improvement on productivity and results prior to our next review session.			[] [X] [] [] []		
DEPENDABILITY- CONSCIENTIOUS, RESPONSIBLE, RELIABLE WITH RESPECT TO ATTENDANCE, WORK COMPLETION.			U I G E O		
COMMENTS: [REDACTED] attendance is good. [REDACTED] is conscientious in going out to do work, but as [REDACTED] gets more familiar, I want [REDACTED] to be thorough in field reviews.			[] [X] [] [] []		
COOPERATION- ABILITY AND WILLINGNESS TO WORK WITH ASSOCIATES, SUPERVISORS AND OTHERS.			U I G E O		
COMMENTS: This remains a strong point.			[] [] [X] [] []		
SAFETY PRACTICE- PRACTICES GOOD SAFETY HABITS.			U I G E O		
COMMENTS:			[] [] [X] [] []		
OVERALL RATING BASED ON ABOVE		DOCUMENTATION REQUIRED			
[] NEEDS IMPROVEMENT		<input checked="" type="checkbox"/> FAIR <input checked="" type="checkbox"/> GOOD <input type="checkbox"/> EXCELLENT <input type="checkbox"/> OUTSTANDING			
B. DEVELOPMENT PLAN FOR IMPROVEMENT (IF APPROPRIATE)					
I am concerned at the lack of completed work that has been handed to date. Three original projects were assigned in the first 45 days, but I still don't see any completed designs. Mr. Morrill assigned Griffin Wheel drawings to be updated, and they are still in need of considerable work. If I do not see considerable progress between now and the next rating, my concerns will grow even further. I am waiting for his years of experience to be brought to bear.					
C. EMPLOYEE COMMENTS:					
[REDACTED]					
SIGNATURE		DATE		DATE	
[REDACTED]		[REDACTED]		11/5/10	
EVALUATING OFFICER SIGNATURE		DATE		DATE	
Robert A. Mullendore		12-18-09		12/30/09	

WAT 1-6-09

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SEE INSTRUCTIONS ON SECOND PAGE OF FORM
EMPLOYEE PERFORMANCE EVALUATION

NON-EXEMPT

NAME [REDACTED]		POSITION TITLE SC-7 Substation Electrical Engineer		DATE January 8, 2010
LOCATION West Service Center		DEPARTMENT Electrical Engineering	DIVISION Electric Operations	
EVALUATING OFFICER Robert A. Mullendore		REVIEWING SUPERVISOR Patrick J. Morrill	DATE PRESENT POSITION August 31, 2009	DATE LAST REVIEW November 3, 2009
CHECK ONE	PROBATION <input checked="" type="checkbox"/> 120 days into Prob.	SEMI-ANNUAL <input type="checkbox"/>	ANNUAL <input type="checkbox"/>	OTHER (EXPLAIN) <input type="checkbox"/>
PERFORMANCE CHARACTERISTICS			G H E F C B A	
KNOWLEDGE OF JOB- A CLEAR UNDERSTANDING OF THE FACTS OR FACTORS PERTINENT TO JOB COMMENTS: I remain concerned about [REDACTED] command of the job, and I worry whether [REDACTED] has sufficient knowledge to do independent engineering analysis and work. I see a lack of familiarity with the field end of the job, too.			[REDACTED]	
QUALITY OF WORK- THOROUGHNESS, ACCURACY AND NEATNESS OF WORK. COMMENTS: [REDACTED] has presented drawings on 5 occasions now, but they still need work. I expected all this work to be done well before now. After 120 days, we still cannot send them to the field for use, except for Morris Sub Transformer Control. Griffin Wheel is up in the air. We have no drawings for the design of extensions nor a scope & estimate of costs.				
PRODUCTIVITY- DEMONSTRATED ACCOMPLISHMENTS, VOLUME OF WORK. COMMENTS: [REDACTED] productivity continues to be slow. I am not sure [REDACTED] can grab on to do the job.				
DEPENDABILITY- CONSCIENTIOUS, RESPONSIBLE, RELIABLE WITH RESPECT TO ATTENDANCE, WORK COMPLETION. COMMENTS: [REDACTED] attendance is good. [REDACTED] is conscientious in going out to do work, but as [REDACTED] gets more familiar, I want [REDACTED] to be thorough in field reviews.				
COOPERATION- ABILITY AND WILLINGNESS TO WORK WITH ASSOCIATES, SUPERVISORS AND OTHERS. COMMENTS: [REDACTED] has never been uncooperative, nor has [REDACTED] ever been anything but pleasant and anxious to please. This is definitely a strong point.				
SAFETY PRACTICE- PRACTICES GOOD SAFETY HABITS. COMMENTS: [REDACTED] is highly aware of safety concerns, and cognizant of [REDACTED] role in our processes in the field. H				
OVERALL RATING BASED ON ABOVE: <input checked="" type="checkbox"/> UNSATISFACTORY <input type="checkbox"/> FAIR <input type="checkbox"/> GOOD <input type="checkbox"/> EXCELLENT <input type="checkbox"/> OUTSTANDING				
B. DEVELOPMENT PLAN FOR IMPROVEMENT (IF APPROPRIATE) I am much concerned at the lack of completed work to date. Three original projects were assigned within the 45 days, but I still have no completed designs. Mr. Morrill assigned Griffin Wheel drawings to be updated, and they are still in need of considerable work. We are at a serious juncture here.				
C. EMPLOYEE COMMENTS [REDACTED]				
SIGNATURES		DATE		DATE
EVALUATING OFFICER SIGNATURE Robert A. Mullendore		DATE 1/29/2010	REVIEWING SUPERVISOR SIGNATURE Patrick J. Morrill	
			DATE 01-27-2010	

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SEE INSTRUCTIONS ON SECOND PAGE OF FORM
EMPLOYEE PERFORMANCE EVALUATION

NON-EXEMPT

NAME		POSITION TITLE		DATE	
[REDACTED]		SC-7 Substation Electrical Engineer		February 4, 2010	
LOCATION		DEPARTMENT		DIVISION	
West Service Center		Electrical Engineering		Electric Operations	
EVALUATING OFFICER		REVIEWING SUPERVISOR		DATE PRESENT POSITION	
Robert A. Mullendore		Patrick J. Morrill		August 31, 2009	
DATE LAST REVIEW		[REDACTED]			
January 8, 2010		[REDACTED]			
CHECK ONE	PROBATION	SEMI-ANNUAL	ANNUAL	OTHER (EXPLAIN)	CHECK APPROPRIATE BOX
	150 days <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	into Prob.				
PERFORMANCE OF A TASKS					
KNOWLEDGE OF JOB- A CLEAR UNDERSTANDING OF THE FACTS OR FACTORS PERTINENT TO JOB					
COMMENTS: My observations in the last review remain the same.					
QUALITY OF WORK- THOROUGHNESS, ACCURACY AND NEATNESS OF WORK					
COMMENTS: I am still worried as to whether [REDACTED] can grab the bull by the horns and run with this job.					
PRODUCTIVITY- DEMONSTRATED ACCOMPLISHMENTS, VOLUME OF WORK					
COMMENTS: [REDACTED] productivity continues to be slow.					
DEPENDABILITY- CONSCIENTIOUS, RESPONSIBLE, RELIABLE WITH RESPECT TO ATTENDANCE, WORK COMPLETION.					
COMMENTS: [REDACTED] attendance is excellent. [REDACTED] is conscientious in going out to do work, but I want [REDACTED] to be thorough in the quality of [REDACTED] field reviews, collecting the proper data and information the first time instead of making many trips to go back and get it.					
COOPERATION- ABILITY AND WILLINGNESS TO WORK WITH ASSOCIATES, SUPERVISORS AND OTHERS.					
COMMENTS: [REDACTED] has always been cooperative, and [REDACTED] is always pleasant and anxious to please. This is definitely a strong point.					
SAFETY PRACTICE- PRACTICES GOOD SAFETY HABITS.					
COMMENTS: [REDACTED] is highly aware of safety concerns, and cognizant of [REDACTED] role in our processes in the field.					
OVERALL RATING BASED ON ABOVE					
[REDACTED]					
B. DEVELOPMENT PLAN FOR IMPROVEMENT (IF APPROPRIATE)					
I remain very concerned at the lack of completed work to date.					
C. EMPLOYEE COMMENTS					
[REDACTED]					
SIGNATURES		DATE		DATE	
EVALUATING OFFICER SIGNATURE		DATE		REVIEWING SUPERVISOR SIGNATURE	
Robert A. Mullendore		2/4/2010		Patrick J. Morrill	
				DATE	
				2/4/10	



Board of Public Utilities
MEMORANDUM

TO: William Johnson
Manager of Electric Operations and Technology

FROM: Patrick J. Morrill P.E. *PJM*
Director of Electrical Engineering

DATE: February 2, 2010

SUBJECT: [REDACTED] Performance Reviews

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Mr. Mullendore has submitted the latest performance review dated January 8, 2010 of [REDACTED] who is currently employed as an Electrical Engineer for the BPU Electrical Engineering Department in Electric Operations and Technology Division.

[REDACTED] has not progressed with being able to complete tasks assigned in an efficient, accurate and timely manner. The projects assigned require the engineer to identify existing facilities, correct any inaccuracies, research apparatuses to upgrade or modernize existing systems, prepare installation and removal drawings, work with technicians to install equipment and perform project verifications and update project documentation. Throughout the probation period, [REDACTED] has had to revisit and redo work previously submitted by him as complete numerous times and this is not acceptable.

[REDACTED] lacks the knowledge and experience to actually take on those types of projects without detailed help and assistance by other engineers and staff.

Due to the unsatisfactory performance of [REDACTED] throughout the probation period, it is my recommendation that the Utility move forward with termination.

RECEIVED

FEB 24 2010

HUMAN
RESOURCES

cc: B. Mullendore, S. Deleon, file

'10 DEC 3 RCVD