

Certified Sprayer and Spreader Operator Evaluation Form

Employee Name _____	Department _____	Period Covered _____
Evaluated by _____	Date Completed _____	Date Reviewed with Employee _____

	Weight Total must equal 100%	Rating Use 1 through 5	Score Weight x Rating
<p>Operations</p> <p>Performs operations and deliveries efficiently.</p> <p>Comments:</p>			
<p>Reporting</p> <p>Invoices all product deliveries promptly and accurately.</p> <p>Submits application records.</p> <p>Informs supervisor of outstanding conditions.</p> <p>Comments:</p>			
<p>Sales and Service</p> <p>Provides customer service that results in greater sales.</p> <p>Comments:</p>			

Rating System

5 - Outstanding 4.5 to 4 - Above standards 3.5 to 3 - Met standards 2.5 to 2 - Below standards 1 - Unacceptable

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	Weight Total must equal 100%	Rating Use 1 through 5	Score Weight x Rating
<p>Safety and Maintenance</p> <p>Maintains equipment. Operates trucks and equipment safely. Communicates safe storage and handling procedures to customers. Upholds cooperative safety policies. Comments:</p>			
<p>Job Knowledge</p> <p>Understands the requirements of the job. Comments:</p>			
<p>Quality of Work</p> <p>Work is accurate and neat. Comments:</p>			
<p>Quantity of Work</p> <p>Consistently performs an adequate amount of satisfactory work. Comments:</p>			

Rating System

5 - Outstanding 4.5 to 4 - Above standards 3.5 to 3 - Met standards 2.5 to 2 - Below standards 1 - Unacceptable

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	Weight Total must equal 100%	Rating Use 1 through 5	Score Weight x Rating
<p>Cooperation</p> <p>Works well and effectively with co-workers and supervisors. Supports company policies and goals. Comments:</p>			
<p>Initiative</p> <p>Begins assignments without direction and recognizes the best way of accomplishing tasks. Comments:</p>			
<p>Attendance and Dependability</p> <p>Can be relied upon to report to work and stay on the job. Comments:</p>			
<p>Problem Solving</p> <p>Handles on the job problems. Comments:</p>			

Rating System

5 - Outstanding 4.5 to 4 - Above standards 3.5 to 3 - Met standards 2.5 to 2 - Below standards 1 - Unacceptable

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Weight Total must equal 100%	Rating Use 1 through 5	Score Weight x Rating
<p>Other Duties</p> <p>Upholds cooperative policies. Performs other duties as assigned by management. Enforces and upholds the cooperative's credit policy. Comments:</p>		
<p>Total Score =</p>		
<p>Overall Merit Rating</p> <p>451 - 500 - Outstanding 351 - 450 - Exceeds Standards 251 - 350 - Met Standards 151 - 250 - Below Standards 100 - 150 - Unacceptable</p> <p>Signature of Manager/Supervisor _____ Date _____</p> <p>Signature of Employee _____ Date _____</p>		

Rating System

5 - Outstanding 4.5 to 4 - Above standards 3.5 to 3 - Met standards 2.5 to 2 - Below standards 1 - Unacceptable