

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESIGA, RAMSEY A				2. Rate YNS3		3. Desig SS				
5. ACT ☒ FTS ☐ INACT ☐ AT/ADSW/ ☐ 265		6. UIC 23013		7. Ship/Station SSN-774 VIRGINIA			8. Promotion Status REGULAR		9. Date Reported 18MAR02	
Occasion for Report 10. Periodic ☒ 11. of Individual ☐ 12. Frocking ☐ 13. Special ☐			Period of Report 14. From: 19JUN16 15. To: 20JUN15							
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) MERDES, J W			23. Grade LCDR		24. Desig 1120		25. Title XO		26. UIC 23013	
							27. SSN			

28. Command employment and command achievements.
Depot Modernization Period-12. Awarded the 2019 Commander, Submarine Squadron Twelve Engineering "E", and Retention Excellence Award 2019.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)

YN DIV PRI: Yeoman-11, Leading Yeoman-1. COLL: Mail Orderly-12, Divisional Menu Review Board Representative-12. WATCH: INPORT: Below Decks Watch-8, Petty Officer of the Deck-12, Topside Sentry-12, Barge Security Watch-12. PFA: 19-2/20-1.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)

30. Date Counseled
19DEC15

31. Counselor
LEWIS, C E

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.	-	- 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.	- 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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38. TEAMWORK: Contributions to team building and team results	- 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.		
NOB ☐	☐	☐	☐	☒	☐		
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- 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.		
NOB ☒	☐	☐	☐	☐	☐		
40. Individual Trait Avg. total of trait scores divided by number of graded traits.		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)		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.			
4.33		ASSIGNMENT IN RATE		DETACHED LEWIS, C E, YNS1(SS) 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.							
Petty Officer Desiga is instrumental to the Ship's Office success and maintains records and administration for 156 personnel. He was hand selected by the Chain of Command to be the Leading Yeoman while the billet was gapped. -EXCELENT ADMINISTRATOR. He was directly responsible for the timely execution of 68 awards, the revision and generation of 41 ship's directives, the filing of all ship's official records, and the formatting and routing of 56 pieces of correspondence. He compiled all evaluations and fitness reports for 156 crewmembers. He was paramount in the completion of 24 Permanent Change of Station travel claims being liquidated in a timely manner. -PROFESSIONALISM. His high standards, and day-to-day professionalism led to him being selected by his peers as BLUE JACKET OF THE QUARTER 4th QUARTER FY19. His drive has been a direct impact on the crew and the costumer service that they receive. Petty Officer Desiga is operating at the level of a Second Class Petty Officer and has my highest recommendation for advancement! Advance HIM NOW!							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
AWARDED: Blue Jacket of the Quarter FY19 QTR4. QUALIFIED: Below Decks Watch.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended ☐ Recommended ☒
45. INDIVIDUAL						X	48. Reporting Senior Address USS VIRGINIA (SSN 774) UNIT 100322 BOX 1 FPO AE 09590
46. SUMMARY		0	0	0	20	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.				50. Signature of Reporting Senior			
SWEET, G J, HMC (SS/FMF)				Date: June 20			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report			
I intend to submit a statement. ☐ I do not intend to submit a statement. ☒				Summary Group Average: 4.03 Date: 08 JUN 20			