

## HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

**HR COMMITTEE MEMBERS PRESENT: Marsik, Greshay, Sheahan-Malloy, Hilbert and Schmidt**

Minutes of the regular meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Tuesday, June 4, 2019 at 10:30 a.m. in meeting room 1H&I located on the first floor of the Administration Building after recess from the Joint Meeting with the Finance Committee.

**ALSO PRESENT: Sarah Hinze, Human Resources Director; James Mielke, County Administrator; Tonia Mindemann, Assistant Human Resources Director; Megan Firari, Human Resources Specialist; Rebecca Bell, Human Services and Health Director; Deanna Wilson, Clearview Administrator/Executive Director; Russell Freber, Physical Facilities Director; Bernie Mueller, Child Support Director; John Bohonek, County Conservationist; Patti Hilker, Treasurer; Dale Schmidt, Sheriff; Dustin Beck, Deputy Jail Administrator; Jason Hundt, Deputy Jail Administrator; Amy Nehls, Emergency Management Director; Michelle Kenning, Clerk of Courts Office Manager; Andrew Miler, Veteran's Services Officer Bill Ehlenbeck, Land Resources and Parks Director; Kim Nass, Corporation Counsel; Karen Gibson, County Clerk; Kathy Vergenz, public; Russell Kottke, County Board Chairman.**

Joint Meeting with the Finance Committee

Meeting resumed by Marsik at 11:20 a.m.

Roll call was taken. All members present.

The Finance Committee meeting was called to order by Dodge County Finance Committee Chairman, Dave Frohling, at 8:02 a.m.

Members present from the Finance Committee: Benter, Caine, Frohling, Guckenberger, and Schaefer.

Non-Committee Member County Board Chairman, Russell Kottke was in attendance but declined payment.

There was no public comment.

Human Resources Director Sarah Hinze provided an oral report to the Committee regarding the 2020 wage adjustment to the Dodge County Compensation Plan for budgeting purposes, and adjustment to the overall Compensation Plan structure. Hinze presented information regarding the history of the compensation plan, including Wisconsin Employee Relations Commission (WERC) Consumer Price Index (CPI). Hinze indicated that the proposed 2020 compensation for budgeting purposes only, includes a 3% Cost of Living Adjustment (COLA) to all steps of the compensation structure, effective January 1, 2020, a step increase of 2.5% on July 1, 2020 for a score of 2 or more on evaluations, for Steps 1-3 and a Merit increase of average of 1.5% for budgeting purposes for employees at step 4 and those whose wage falls within the open merit range. This does not include Elected Officials or Sworn Union.

The Committees' continued with a discussion on how the proposed 2020 wage adjustment to the Dodge County Compensation Plan will affect the 2020 budget process. Motion by Greshay, seconded by Marsik to approve, for budget purposes only, a 3% Cost of Living (COLA)

increase, and July 1<sup>st</sup> as the common date for Step or Merit increases. Motion carried. Motion by Caine, seconded by Schaefer to approve, for budget purposes only, a 3% Cost of Living (COLA) increase on January 1, 2020, and July 1<sup>st</sup> as the common date for Step or Merit increases. Motion carried 4-1. Guckenberger opposed.

The Committees' continued with a discussion on the 2020 Health Insurance premiums. County Administrator Jim Mielke commented that per the Dean Health contract, the 2020 Health Insurance premium increase is capped at 7.5%, and the specific premium increase is unknown at this time. Motion by Guckenberger, seconded by Schaefer to approve, for budget purposes only, the maximum 2020 Health Insurance premium increase of 7.5%. Motion carried. Motion by Greshay, seconded by Marsik to approve, for budget purposes only, the maximum 2020 Health Insurance premium increase of 7.5%. Motion carried.

There was no discussion on the 2020 Dental Insurance Premiums. Motion by Greshay, seconded by Schmidt, to approve no increase to the 2020 Dental Insurance premiums. Motion carried. Motion by Benter, seconded by Caine to approve no increase to the 2020 Dental Insurance premiums. Motion carried.

The Committees' continued with a discussion on the Health Savings Account (HSA) Employer Contributions options proposed for the year 2020.

Motion by Greshay, seconded by Sheahan-Malloy to fund the HSA at the current contribution of \$2,000 for family coverage, and \$1,000 for single coverage. Motion carried. Motion by Caine, seconded by Schaefer to fund the HSA at the current contribution of \$2,000 for family coverage, and \$1,000 for single coverage. Motion carried. The Human Resources and Labor Negotiations Committee will determine the best option for the contributions.

Chairman Marsik adjourned the joint Human Resources and Labor Negotiations Committee and Finance Committee meeting at 11:40 a.m.

Motion by Sheahan-Malloy to approve the regular session minutes of the May 21, 2019 meeting of the Human Resources and Labor Negotiations Committee. Second by Hilbert. Motion carried by unanimous vote.

Mielke presented a request for authority to extend a contingent offer of employment for the Finance Director position above Step Four (4) at a salary not to exceed \$115,000.

Motion by Greshay to authorize a contingent offer of employment for the Finance Director position above Step Four (4) at a salary not to exceed \$115,000. Second by Hilbert. Motion carried by unanimous vote.

Hinze inquired if the Committee would support a resolution to the County Board to extend the Post Employment Health Plan (PEHP) through December 31, 2022. Hinze indicated that a resolution would be brought to the next Committee meeting for consideration.

Motion by Greshay to draft a resolution for consideration at the next Committee meeting to extend the Post Employment Health Plan (PEHP) through December 31, 2022. Second by Schmidt. Motion carried by unanimous vote.

Wilson and Firari presented a request to change the timekeeping methodology at Clearview under Policy #8004 Work Arrival/Departure. Currently employees are paid for every minute and the request is to implement a seven (7) minute rounding rule, as utilized by the rest of the County. Once Kronos has been reconfigured a new policy will be brought back to the Committee for consideration.

Motion by Sheahan-Malloy to approve the request to begin Kronos reconfigurations to change the timekeeping methodology at Clearview under Policy #8004-Work Arrival/Departure to a seven (7) minute rounding rule. Second by Greshay. Motion carried by unanimous vote.

The Committee reviewed the Personnel Requisitions. Mielke recommended approval of these requests.

One (1) Limited Term Employee	Child Support
One (1) Mechanic	Highway
Three (3) Customer Services Support Specialist (3 requisitions)	Human Services
One (1) Imaging Technician Intern	LR&P
One (1) Deputy Secretary	Sheriff
Two (2) Temporary Clerical (1 requisition)	Treasurer

Motion by Greshay to approve the Child Support LTE position. Second by Sheahan-Malloy. Motion carried by unanimous vote.

Motion by Schmidt to approve the Highway Mechanic position. Second by Hilbert. Motion carried by unanimous vote.

Motion by Sheahan-Malloy to approve the three (3) Human Services Customer Service Support Specialist positions. Second by Greshay. Motion carried by unanimous vote.

Motion by Schmidt to approve the LR&P Imaging Technician Intern position. Second by Hilbert. Motion carried by unanimous vote.

Motion by Greshay to approve the Sheriff Deputy Secretary position. Second by Schmidt. Motion carried by vote of 4-1 with Sheahan-Malloy opposing.

Motion by Schmidt to approve the two (2) temporary Treasurer Clerical positions. Second by Hilbert. Motion carried by unanimous vote.

The Committee reviewed the Salary, Wage, and Status changes as presented including a supplemental Kronos report for the automatically updated wage increases for May 2019.

STEP INCREASE – UNION – None. NEW HIRE – UNION – David J. Trevarthen, Deputy Sheriff Patrol, Sheriff, \$29.33, SSU04, ST01, 05/29/2019. RECLASSIFICATION – UNION – None. APPOINTED OFFICIAL - None. NEW HIRE – None. LIMITED TERM/SEASONAL NEW HIRE – Greg M. Douthwaite, Park Attendant – Derge Park, LR&P, \$12.50, PKA13, ST/YR01, 05/23/2019. LIMITED TERM/SEASONAL RE-HIRE - None. REHIRE – None. RECLASSIFICATION – Keli E. Ooms, Sr. Social Worker Juvenile Court Ongoing, Human Services, \$27.20, DC08, ST01, 05/03/2019. WAGE INCREASES–

**MAY 2019 STEP INCREASES**

Emp No.	First Name	Last Name	Position Code	Location	New Step	New Pay Rate	Effect Date
18963	Jason	Hundt	SODepJailAdmin	2061 Jail	5	\$ 37.28	04/30/2019
50021	Wendy	Gubin	HRAsst	901 Human Resources	3	\$ 21.87	05/01/2019
48642	Keli	Ooms	HSSW2JvCtOngo	5006 Social Service	2	\$ 25.73	05/04/2019
32267	Christine	Churchill	SODirComm	2056 Radio Communica	5	\$ 37.72	05/04/2019
19779	Shelby	Miller	CKChiefDep	1201 County Clerk	5	\$ 23.22	05/05/2019
50247	Kayla	Seely	SOCommOff	2056 Radio Communica	5	\$ 23.05	05/09/2019
49723	Pamela	Uecke-Tinsley	SOCommOff	2056 Radio Communica	5	\$ 23.57	05/09/2019
32896	Nicole	Streblow	ITTechSupSpec	1801 Information Tec	4	\$ 22.43	05/10/2019
32724	Michael	Bosak	PFMaint2	1911 Maintenance Adm	3	\$ 19.60	05/12/2019
26150	Brian	Otto	HWEquipOpEast	3111 Highway Adminis	5	\$ 25.50	05/15/2019
50147	Nicole	Witek	HSCoun2CMgrCCS	4807 MI-Comprh Commu	2	\$ 23.51	05/16/2019
28672	Karen	Gonzalez	HSSW2CPSIntake	5001 Intake Unit	4	\$ 27.08	05/16/2019
30824	Lina	Rooney	HSRNPubHlth	4001 Public Health N	5	\$ 34.56	05/17/2019
10382	John	Bohonek	LCDir	7001 Land Conservati	4	\$ 36.36	05/17/2019
50245	Sandra	Milfred	HRRcrtBenAsst	901 Human Resources	3	\$ 21.87	05/21/2019
50084	Ashley	Neerland	SOCorrOff	2061 Jail	2	\$ 21.31	05/22/2019
26204	Christine	Shanahan	HSCoun3ChildDi	4831 DD-Autism Child	5	\$ 31.84	05/23/2019
41091	Jerome	Doornek	SOCorrOff	2061 Jail	5	\$ 25.82	05/24/2019
37010	Gillian	Kohlhoff	HSSW2CPSIntake	5001 Intake Unit	5	\$ 28.80	05/24/2019
41060	Stephen	Pett	HWOpSuper	3111 Highway Adminis	5	\$ 37.74	05/25/2019
48276	James	Kirchner	PFMaintMech	1911 Maintenance Adm	4	\$ 24.75	05/26/2019
47003	James	Jahn	HWUtilTrkDrWes	3111 Highway Adminis	5	\$ 21.39	05/27/2019
19365	David	Zirbel	SOAdmnSuppCoor	2056 Radio Communica	5	\$ 29.09	05/27/2019
47081	Bonnie	Backhaus	CCRecp	701 Clerk of Courts	3	\$ 17.35	05/29/2019
50230	Kristopher	Pasewald	IRLdUseSan1	7801 Planning & Deve	2	\$ 23.51	05/29/2019
38262	Tracy	Barilani	HSCoun3ComSprt	4807 MI-Comprh Commu	5	\$ 28.03	05/30/2019
48278	Andrew	Miller	VSDir	5302 Veterans Servic	4	\$ 34.04	05/31/2019

The Committee reviewed the Orientation Period Reports as presented.

**HR Director's Report:**

- Summary of Employee Resignations/Retirements: Hinze and Firari presented a summary of recent employee resignations and terminations.
- Hinze stated there are no new updates regarding the employee grievance stating that the lawyers are continuing discussions.
- Hinze stated that the Dodge County Sworn Union Local 120 has requested to begin negotiations. There was discussion regarding Committee participation. Hinze stated she would contact the County's Labor Attorney to initiate the process.

Future Agenda Items: Report of 2019 Employee Terminations with Health Savings Account, Paid Time Off, RFP for Compensation Study, RFP for Employee Assistance Program, Whistleblower Policy, and closed session to discuss evaluations.

It was the consensus of the Committee to schedule the next meetings of the Human Resources and Labor Negotiations Committee as follows: **Tuesday, June 18, 2019 at 9:30 a.m. and Tuesday, July 2, 2019 at 9:30 a. m.** which will be held in room 4C of the Administration Building.

Meeting adjourned by order of the Chairperson at 12:23 p.m.

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**Richard Greshay, Secretary**

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**Joseph Marsik, Chairperson**

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

1 RESOLUTION NO. \_\_\_\_\_  
2

3 **Resolution Extending Post-Employment Health Plan**  
4

5 TO THE HONORABLE BOARD OF SUPERVISORS OF DODGE COUNTY, WISCONSIN,  
6

7 **WHEREAS**, the Dodge County Human Resources and Labor Negotiations Committee  
8 (Committee) is the advisory and policy-making body for the Dodge County Human Resources  
9 Department; and,  
10

11 **WHEREAS**, the Human Resources Department is responsible for administering  
12 employee benefit plans for eligible classes of employees working for Dodge County; and,  
13

14 **WHEREAS**, beginning January 1, 2006, and for periods of time thereafter, Dodge  
15 County has offered its eligible non-represented employees the opportunity to participate in a  
16 Post-Employment Health Plan, also known as a "PEHP Plan"; and,  
17

18 **WHEREAS**, the PEHP Plan benefit that Dodge County provides to eligible non-  
19 represented employees who end employment is an Insurance Premium Reimbursement Account;  
20 and,  
21

22 **WHEREAS**, one of the intended purposes of providing a PEHP Plan benefit is to  
23 encourage employees to exercise good judgment in the usage of their sick leave so that upon  
24 retirement they will have a source of funds to help defray the cost of medical insurance; and,  
25

26 **WHEREAS**, funding of the PEHP Plan benefit is accomplished by a payment of eighty  
27 percent (80%) of an eligible non-represented employee's accumulated sick leave (up to a  
28 maximum of 960 hours) into a post-employment health plan deposit account in the name of that  
29 employee which funds are restricted to the payment of insurance premiums; and,  
30

31 **WHEREAS**, the current policy or agreement that provides eligible non-represented  
32 employees with a PEHP Plan benefit expires on December 31, 2020; and,  
33

34 **WHEREAS**, the Committee, after due consideration and deliberation, has determined  
35 that it is in the best interest of Dodge County to continue to provide the PEHP Plan benefit to its  
36 eligible non-represented employees for a period of two (2) additional years, from December 31,  
37 2020, up to, and including, December 31, 2022; and,  
38

39 **SO, NOW, THEREFORE, BE IT RESOLVED**, that the Dodge County Board of  
40 Supervisors hereby authorizes and directs the Committee to take such actions to continue to  
41 provide the Post-Employment Health Plan benefit (PEHP Plan benefit) to eligible non-  
42 represented employees of Dodge County for a period of two additional years, from December 31,  
43 2020, up to, and including, December 31, 2022; and,  
44  
45

1           **BE IT FINALLY RESOLVED**, that funding of the PEHP Plan benefit be accomplished  
2 by a payment of eighty percent (80%) of an eligible non-represented employee's accumulated  
3 sick leave (up to a maximum of 960 hours) into a post-employment health plan deposit account  
4 in the name of that employee, restricted to the payment of health insurance premiums.

All of which is respectfully submitted this 16th day of July, 2019.

**Dodge County Human Resources and Labor Negotiations Committee:**

\_\_\_\_\_  
Joseph Marsik

\_\_\_\_\_  
Dennis Schmidt

\_\_\_\_\_  
Richard Greshay

\_\_\_\_\_  
Dan Hilbert

\_\_\_\_\_  
Kira Sheahan-Malloy

**Vote Required:** Majority vote of members present.

**Resolution Summary:** A resolution extending Post-Employment Health Plan to December 31, 2022, for eligible employees.

Score

- 0 Unacceptable
- 1 Still learning/needs to build; Needs to improve
- 2 Meets expectations/valued contributor; Solid and dependable employee
- 3 Exceeds Expectations; performs at a significantly higher level
- 4 Consistently exceptional; always above and beyond the scope of the job; Superstar

**DRAFT**

COMPETENCY CATEGORIES

<b>A</b>	<p><b>Knowledge/Learning</b></p> <div style="border: 1px solid black; padding: 5px;"> <p>Score of 2: The employee demonstrates a thorough understanding of their job, its processes and procedures and of the departmental functions, procedures and operations and integrates this knowledge to efficiently accomplish the requirements of the job; understands and complies with the various regulatory components required of their job (e.g. laws, ordinances, administrative regulations, policies and procedures); gives priority to development and continuous learning, identifies opportunities to build skills, knowledge and expertise, keeps up-to-date on information in their areas (s) of expertise and makes decisions based on up-to-date information in their field; utilizes their knowledge to assist/train other employees as necessary. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is below or above a "2".</p> </div>	Category Score	<input style="width: 100%; height: 20px;" type="text"/>
<b>B</b>	<p><b>Productivity/Quality</b></p> <div style="border: 1px solid black; padding: 5px;"> <p>Score of 2: The employee regularly produces the expected volume of work; demonstrates a high degree of accuracy and thoroughness in work; consistently produces quality work and strives to improve quality to meet changing County/Customer needs; meets deadlines and maintains an appropriate balance between quality and quantity of work; regularly exercises sound judgement in completing job tasks and follows procedures; reacts well under pressure. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is below or above a "2".</p> </div>	Category Score	<input style="width: 100%; height: 20px;" type="text"/>
<b>C</b>	<p><b>Customer/Client Service</b></p> <div style="border: 1px solid black; padding: 5px;"> <p>Score of 2: The employee demonstrates a clear understanding of who comprises the client/customer base for their position or department; demonstrates understanding of customer needs (both internal and external), anticipates the needs of their customers and responds to customers in a timely manner; establishes and maintains effective contacts with customers; genuinely listens to customer concerns, complaints, ideas and suggests ways to improve processes to fulfill customer needs; treats all customers with dignity and respect and handles customer interactions with diplomacy and tact. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".</p> </div>	Category Score	<input style="width: 100%; height: 20px;" type="text"/>
<b>D</b>	<p><b>Accountability/Integrity/Availability</b></p> <div style="border: 1px solid black; padding: 5px;"> <p>Score of 2: The employee accepts accountability for their own actions; takes responsibility for the results of the decisions they made; acknowledges mistakes and takes corrective measures when appropriate; demonstrates ability to make difficult decisions when necessary, and provides sound rationale for these decisions; builds and models respect and trust by acting ethically, keeping word, maintaining confidentiality and honoring commitments; reliable, shows up for work when needed or scheduled, and makes themselves available when need arises. Sick Leave Usage/Unpaid Time (do not include FMLA or approved Leaves of Absences): Score of a 2: _____; Score of a 3: _____; Score of a 4: _____. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".</p> </div>	Category Score	<input style="width: 100%; height: 20px;" type="text"/>

E

**Planning**

Score of 2: The employee collects relevant data/information and analyzes problems as required; effectively and efficiently makes use of time and resources; demonstrates ability to changing job requirements and/or volume of work, adjusts to plans in the face of adversity and/or change. Appropriately copes with change, risk and uncertainty; considers others when developing a plan including possible impacts, others' schedules and priorities and the need to build consensus when appropriate. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

Category Score

F

**Communication Skills**

Score of 2: The employee effectively, clearly, and appropriately exchanges information and ideas utilizing the appropriate methods/means of communication (verbal, written, email, texting, etc.); adjusts style to fit the environment or the situation; listens attentively to the ideas and concerns of others, reacts appropriately; addresses and effectively mediates conflict. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

Category Score

G

**Cooperation/Teamwork**

Score of 2: The employee consistently operates outside of own self-interests; maintains cooperative and collaborative working relationships with peers, management, customers, and other divisions and/or departments; demonstrates flexibility and consideration during interactions with peers, management and customers; follows instructions and consistently supports management decisions as demonstrated by their actions; assists co-workers when they are in need of assistance; influences others in a positive way. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

Category Score

H

**Innovation/Initiative**

Score of 2: The employee displays a willingness to take new or different approaches to familiar situations/projects and approaches unfamiliar situations/projects with an open mind; approaches projects or problems with a creative mindset and views situations from multiple perspectives; utilizes technology appropriate to their job and applies new technology to enhance efficiency, productivity, knowledge, and communication; anticipates potential problems or opportunities and acts in a proactive manner to suggest new ideas to address these problems/opportunities; displays a willingness to initiate and complete projects with minimal supervision; demonstrates an ability to honestly reflect on their own strengths and weaknesses and make appropriate adjustments to improve performance; provides honest , helpful feedback in a tactful manner. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

Category Score

I

**Work Culture/Diversity**

Score of 2: The employee acknowledges and appreciates individual differences of employees and customers and understands how these differences can be a determining factor in both collaboration and conflict; modifies their approach, when appropriate, in their dealings with employees and customers with diverse values and priorities; demonstrates the ability to work with people of various cultures, ages and backgrounds; recognizes and eliminates biased or inappropriate words, humor, gestures and behaviors. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

Category Score



J

**Employee Safety/Loss Control**

Category Score

Score of 2: The employee informs management of hazards and/or unsafe working conditions; reports any work related accidents, injuries or illnesses, processes the required paperwork in a timely manner and takes appropriate precautions to prevent future instances; performs duties in a safe manner and exercises preventative safety precautions; exercises appropriate care in the use and handling of County property and equipment. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

K

**Management/Supervisor: Leadership and Supervision**

Category Score

Only provide category score if employee is a Department Head, Supervisor, or Manager. Leave as N/A if they do not. Score of 2: The employee establishes clear missions, goals, and objectives for department or unit; influences and guides others in an enthusiastic manner to achieve the goals and objectives of the department and/or County; sets a positive example for others in the organization, establishes clear and effective relationships with department managers/staff; provides appropriate direction to employees under supervision, gives feedback and provides direction to employees with unsatisfactory performance, and suggests ways employees can improve; ensures that employees follow county policies and directives; follows and enforces county disciplinary policy; undertakes thorough and appropriate investigations when necessary, and uses good judgment in making disciplinary decisions. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

L

**Management/Supervisor: Problem Solving and Decision Making**

Category Score

Only provide category score if employee is a Department Head, Supervisor, or Manager. Leave as N/A if they do not. Score of 2: The employee identifies and solves problems by securing necessary information, analyzing possible solutions, and rendering appropriate decisions; solicits the involvement of other managers, staff, or others when appropriate to help find solutions; keeps departmental goals and objectives in mind when evaluating possible solutions; uses sound judgment and analytical reasoning to choose solutions that produce end results and minimize problems; anticipates consequences of decisions; makes the best decision possible with limited information when necessary, and is able to make decisions with certainty and self assurance even when under stress. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

M

**Management/Supervisor: Financial Management**

Category Score

Only provide category score if employee is a Department Head, Supervisor, or Manager. Leave as N/A if they do not. Score of 2: The employee carefully manages available resources, is creative in finding alternative funding sources; keeps abreast of changes and is aware of fiscal constraints that affect departmental programs; understands and works within budget limitations while seeking to achieve maximum efficiency in using allocated funds. Do not make a comment below. Please make your comment in Section "N. Explanation" if score is above or below a "2".

N

**N. Explanation (Leave Score as N/A)**

Category Score

Please explain why the employee's score in each of the any above categories was less than a "2" or above a "2". Specific information/examples must be given.

Comments

**GOAL CATEGORIES**

<b>1 of 3</b>	<b>Prior Year's Performance Goal (copy and paste from last review)</b> <input type="text"/>	Category Score	<input type="text"/>
		Category Score	NA
<b>2 of 3</b>	<b>Next Year's Performance Goal (Leave Score as N/A)</b> <input type="text"/>	Category Score	NA
<b>3 of 3</b>	<b>Overall Comments Regarding Goals (Leave Score as N/A)</b> <input type="text"/>		
<b>4 of 3</b>	<b>Training and Development Opportunities (Leave Score as N/A)</b> <input type="text"/>	Category Score	NA

General Employee Comments

Overall Score

Review Comments