STATE OF GEORGIA PERFORMANCE MANAGEMENT FORM

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er – Minus	Employee met most (m		department an	nd the SI	ate of Geo	rgia							
	2 = Successful Performer – Minus Employee met most (more than 50%), but failed to meet some performance expectations. Employee needs to fi improve in one or more areas of expected job results or behavioral competencies.												
	significant improvemer	ment in critical areas of expected job results or behavioral competencies.											
I = Not rated: At the Supervisor's/Manager's discretion, "Not rated" should be used when a goal was not completed based on c outside of the control of the employee. NOTE: "Not rated" may not be used for ratings in Section 1: Individual/Co Competencies.								ircumstances re					
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on Making - Anal drive the effective	yzes problems by evalu eness of the department	ating available t and/or State	e information of Georgia.	and resc	urces; dev	elops effective	», viable solu	tions to	5				
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rnment - Develo cesses; drives e	ps, recommends, or Im ffective and smooth cha	plements inno ange initiatives	vative approa across the S	aches to State by c	address pro communica	oblems and d ting, confirmir	ive continuo ig understand	us improvement ding and activity	4.				
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Nkenge Green

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STATE OF GEORGIA PERFORMANCE MANAGEMENT FORM

Employee	Name:	Nkenge Greer	1		Emp. ID #:	01123241	Job Titl	e: Sr. Manager (ORU	Attorney Manager)	
Manager N		Joan G. Crum		To:	06/30/22	Department:	Legal Sen	rices Division		
Review Pe	riou:	From:	07/01/21	10:	00/30/22					
								······································		Rating
Goal 1: Quickly and effectively Identifies, resolves, or assists in the resolution of difficult or sensitive open records requests or questions, determines the necessity of notice to the Legal Director and Attorney General's Office, and affects escalation to them when necessary.								estions, determines /.	5	
Goal 2: Ensures legal compliance with the Open Records Act (ORA) and that Unit personnel understand how their work relates to the business mission.								5		
Goal 3:										4
Goal 4:	complet	eness of work, e	ensuring account	ability of empl	oyees, and a	dministering dis	cipline in an e	rk hours, monitoring equit equitable, constructive, an	nd clear manner.	5
Goal 5:			nation relating to ig of external and			marizing Import	ant facts, leg	al issues, and most favora	able solutions for	¹ 4
Goal 6:	Commu	nicates well wit	h Unit staff, interr	al and extern	al customers	•				5
Goal 7:	Underst	ands the need f	or and utilizes dis	cretion conce	erning confide	ntial information	and evolvin	g issues within the Depart	ment.	5
Goal 8:			od judgment in se							5
Goal 9:	constru	tively addressir	ng internal discor	đ.				sitive attitude and directio		5
Goal 10:	Carries while ov	a workload of di erseeing and si	ifficult, unusual, a upervising the OF	nd sensitive (IU.	requests, han	dles overflow of	ORU reques	ts, and provides time-sen		5
			ng by adding the ra mber of items in the		ividual items in	the section,		Ov	erall Section Rating:	4.80
			bace is needed f						Section Weight:	50%
good lega employee year (68,0) constant s a high vol employee workload evaluated employee a third OF investigat plus incre and perso and requi position.	I experien work effo 100), and is staffing sh ume of res s and sub needs wh a n unusu s, Nkenge XA was sh ion, Ngen ased effo nnally con rring good Given the role by c	ce, superior con rts, accountabili he collection of ortage, which fil- quests with stat standard work. le engaging in t ally high closing o undertook affir own to have fal- ge encountered ts to assist the ributing largely faith work of all difficult challem eating and filling	nmunication skill. ity, and morale, rr reimbursement f ows from our incr utorily short resp. Through this rep. houghtful and de g rate of incomple mative steps to in sified records and undermining and Unit's working co to celebrating err ORU employees mes of EY22 and	s, and strong esulting in the ees exceedin honse deadline orting period, dicated effort: tet files by se hovestigate the i closed files j i negative bel nditions, inclu ployee birthd a and such pe the outstandi in Attorney N	work ethic. He highest numi- g \$250,000, to imber of positi s, tending to Nkenge Gree s to raise mor- veral ORU en e matter. As th prematurely, to navior from m uding jockeyin ays. Through rseverance h- ng efforts Nke fanager positi	er stewardship i ber of requests owards self-fund ions to meet the result in custom n provided a pr ale. For examp piployees, consi he investigation esulting in an a any ORU emplo g for and obtain it all, Nkenge h as ultimately re enge Green has on in FY23. Th	has brought r ever responce ling of the OI e work demar er complaint ofessional an e, during Aug stent with an progressed, dverse actior byges, which ling a dedicat as recognize suited in high put forth, we e goal is for N	sion, management, and c leeded consistency to the led to by DPS or any othe dds and an inherently high s, lower ORU morale, as w d well-balanced response gust through October of 20 ORA reporting malfeasan the complaining employee n (termination of that empl Nkenge met with grace, p leed ORU break room, fum d the importance of neces er staffing and respect of seek to address the even ikenge to rely on another sponses.	ORU and vasity impro- or Georgia state agency challenges for the ORU- nemployee turnover, al well as some overwheli to employee accounta 021, when she recognit ce by other unnamed (a resigned, another OR loyee). During the proc ositive communication ulture, microwave, and ssarily addressing polic subordinates for Nkenig- high demands of the f	ved P In a fiscal I Is a I arising from ned bility and ced and DRU A retired, and ess of the s and energy. refrigerator, y violations ge and her DRU DRU and

STATE OF GEORGIA PERFORMANCE MANAGEMENT FORM

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Employee Mamor	Nikanaa Casar		Emp. ID #: 01123241	Job Title:	Sr. Manager (ORU Attorney Mana	ger)
Employee Name:	Nkenge Green		Departmen			
Manager Name:	Joan G. Crumple	er 07/01/21 To:	06/30/22			
Review Period:	From:	<u>v//v1/21</u> 10:	VUJUIZZ			
				. <u></u> .		
Saction 4 Definer	4.00	Section 1 Weighting:	50%	l	Weighted Rating Section 1:	2.43
Section 1 Rating:	4.86				Weighted Rating Section 2	the second se
Section 2 Rating:	4.80	Section 2 Weighting:				
weighting for each se	overall rating by l action. This will m	multiplying the ratings for ea ive you the weighted ratings		OVERALL RATING:	4.83	
the weighted ratings	together for the o	verall rating.				<u> </u>
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Section 3 - Individu	al Development	Plan (not rated or weighte	d)			
				1	Comments	
	- 4-				Comments	
Development Action	n 1:					
	- 2.					
Development Action						
Development Action	n 3·					
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Signatures						
N	IOTE: Superviso	ors must get all required a	pprovals/signatures before	re meeting with the	employee to review the evaluation	xn.
Supervisor/Manage	r Signature:					
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				Date:		
Reviewing Manage	r Approval/Signa	ature:	·····		<u> </u>	
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Division Director A	oproval/Signatu	re: Only needed for Overall Rating	as shows 4.0 or below 3.0			
Division Director A		Tes Only Decode for Overan Maling	AA KANIN AIR OL ROAL RIA	1 1		
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In Director Appro	vail Signature: On	nly needed for Overall Ratings belo	<u>m</u> 3.0			
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Georgia I	Department of Put	blic Safety	3 of 3		DPS 1	04 (06/18/2013)

MEMORANDUM

DATE: 7/26/21

- TO: Kate Maier, Director Human Resources Division
- FROM: Joan G. Crumpler Legal Director Legal Services Division
- SUBJECT: Performance Rating Consideration

RE: Employee Name Nkenge Green Employee ID #01123241

If a supervisor has a subordinate that's worked for them less than five (5) months as of June 30, 2021 and there hasn't been sufficient time to observe and evaluate the employee's performance, the supervisor is authorized to waive the performance evaluation.

Since the employee named above has worked <u>.5</u> months in this rating period, l authorize a "Considered" rating in lieu of an evaluation.

Employee Signature

-26-21 Date