



Mr. John Stevenson, SED
Farm Service Agency
Federal Building, Room 540
Columbus, Ohio 43215

October 31, 2006

Dear Mr. Stevenson:

As we near the end of our first year of ratings under the new 5 tier performance rating system, we, as representatives of the employee organizations within FSA Ohio, are requesting training on this new rating system in order to perform our jobs better and maximize the benefits of this program.

We have become aware that as managers have been attempting to rate their employees through HRIS, they have encountered many problems, questions and concerns with the new rating system and accurately giving their employees the justification behind their final summary ratings. Training on the actual completion is needed for all managers from every level within Ohio, but also needed by the Program Technicians who must be able to understand their rating and what future benefits the final score will have on awards, promotions, and retention. As part of this process, county committees must also be trained to participate as part of their supervisory role for CO employees.

On behalf of OASCOE, OACS and OASE we request training for all employees within Ohio on both the 5 tier performance plan as well as the software to complete the initial plan, progress rating and summary rating. Early training in this fiscal year could still make this a meaningful tool for evaluating Ohio FSA employees and we look forward to working with you in this endeavor.

Sincerely,

MARK VANHOOSE, CED
President OASCOE

HOLLY S. GATES, FLM
President OACS

DIANA CROLL, PT
President OASE