



Thomas Ryan

Direct Manager:  
Jeffery Gregg

Probationary Evaluation - KCIT for Thomas Ryan (due:  
07/10/2023)  
Due Date: Mon, Jul 10, 2023

General Information

Position GIS Specialist - Master	Division Engineering Division	Evaluation Type Probation
Department KCIT - Information Technology	Class Spec GIS Specialist - Master (C19 : PROTEC17- Information Tech)	

Ratings Summary : Jeffery Gregg

	Overall Rating	
	Step Increase Recommended	

Content

Competency Section | KCIT Probationary Rating Scale

Probationary Performance Appraisal Criteria

Communication (KCIT)

written, spoken, 1:1, group

Rater & Rating	Comment
Jeffery Gregg  Satisfactory	Tom is an excellent communicator. He has developed a "tech language" that is plateable to non tech people. Tom has an ease about his communication style. Tom tends to be not vocal in meetings when he was first onboarded. We have met to about this during this evaluation. Tom has been more vocal with GeoDaP team since this meeting. Tom has presented on a number of occasions and audiences with professionalism.

Customer Service & Work Relationships (KCIT)

w/ business partners, co-workers, other Depts and Divs

Rater & Rating	Comment
Jeffery Gregg  Satisfactory	Tom has good customer service to clients and his teammates. When tasked with a project, Tom sets (and communicates) milestones and completion dates. Tom is beginning to reach out to other teams for help. Tom is creating strong relationships with cross service teams which will help him be successful.

### Imagination & Initiative (KCIT)

looks for alternatives, seeks improvements, evaluates new methods to solve problems

Rater & Rating	Comment
Jeffery Gregg	Tom's imagination and initiative is excellent. Tom was tasked with a reporting desktop software usage tool creation and used his imagination and initiative to overcome many obstacles.
Exceeds Expectations	

### Information Use & Decision Making (KCIT)

gathers and uses information appropriately for action, recommendations or decisions

Rater & Rating	Comment
Jeffery Gregg	Tom has used information to make critical decisions. In particular, Tom used an undefined scope on the desktop usage application creation to create a targeted application. He had to make critical decisions without a lot of information. Each time one of these decisions had to be made, Tom reached out to seek guidance and/or approval.
Satisfactory	

### Job Knowledge & Technical Competence (KCIT)

has skills to perform job, stays technically current in assigned area

Rater & Rating	Comment
Jeffery Gregg	Tom is a professional GIS application developer with the ability to learn software at lightening speed. Tom is comfortable not knowing (exactly) how to do something. He adapts his skillset and, if necessary, learns masters new platforms.
Satisfactory	

### Reliability & Commitments (KCIT)

meets work deadlines, dependable

Rater & Rating	Comment
Jeffery Gregg	Tom has been very reliable both in the sense of work accomplished and be present on the team. Tom is a breathe of fresh air. Tom sticks to his work commitments and adds information/knowledge that benefits our team and our clients.
Satisfactory	

Goal Section | KCIT Probationary Rating Scale

### Probationary Performance Goals

#### Adding Test to Quality Control Code Repos

Due Date 06/30/2023

To build automated test for Roads Asset Editor application code repo. Develop, document, and deploy to production environment

Rater & Rating	Comment
Jeffery Gregg	Completed on time and is a valued tool used by the GIS Engineering team.
Exceeds Expectations	

### Automate the process for reporting ArcGIS Desktop

Due Date 06/30/2023

- 1) Create Framework
- 2) Ingest data from Open Data
- 3) Create routine for reporting
- 4) Present to staff
- 5) Deploy automation to production environment

Rater & Rating	Comment
Jeffery Gregg	This work was particularly targeted for his probation. Tom has done a great job developing this application and reporting tool without much guidance. Tom automated a quarterly report that took staff 3-4 days to produce. Now, it's exposed to state of GIS as a key element to meeting our goals of being an open and transparent product.
Exceeds Expectations	

### Complete the production push to Roads Asset Editor

Due Date 06/30/2023

Complete deployment of RAE to production. \*carryover from SE and GIS SE folding into GIS Center

Rater & Rating	Comment
Jeffery Gregg	Tom brought this in from his former position in SE Engineering. He was a key architect for this product and is still a valued resource for GIS Engineering team. Tom completed this on time and budget.
Exceeds Expectations	

### Districts and Development Report Creation

Due Date 06/30/2023

Complete creation of new and improved D&D Report. Take it through internal architecture review. Prepare for deployment to production.

Rater & Rating	Comment
Jeffery Gregg	Tom has completed this build. Tom is waiting for the GIS SE team to build the api mgmt environment to deploy to the public facing application
Exceeds Expectations	

Evaluation Overall Section I Probationary Step Increase

### Compensation Recommendation

Are you recommending that this employee be awarded a probationary step increase upon the completion of their probationary period?

Rater	Comment
Jeffery Gregg	Tom Ryan is highly intelligent and has been a great influence on our team. Tom brings great ideas forward and is never shy to show his work to us, clients, other teams, and KC in whole. We are all looking forward to what Tom can deliver in the future. Sky is the limit for Tom.
Step Increase Recommended	

## Process

1

Host Probationary Expectations  
Meeting with Employee  
**Jeffery Gregg**

Completed On  
Thu, Jan 26, 2023

x Jeffery Gregg

2

Set Probationary Performance Goals  
**Jeffery Gregg**

Completed On  
Tue, Jun 20, 2023

x Jeffery Gregg

3

Signature  
**Thomas Ryan**

Completed On  
Tue, Jun 20, 2023

x Thomas Ryan

4

Check In step  
**Jeffery Gregg**

Completed On  
Wed, Jun 28, 2023

5

Rater  
**Jeffery Gregg**

Completed On  
Thu, Jun 29, 2023

WARNING! By selecting "Submit Evaluation", you are advancing this performance evaluation to the next step in your agency's process. Evaluation processes may vary from agency to agency, and next steps may include passing this form to another rater, reviewer, supervisor, and/or releasing the evaluation to be viewed by its intended recipient. If you have any questions or concerns, please discuss with your agency's human resources team before submitting.

6

Host Meeting or Call with Employee  
**Jeffery Gregg**

Completed On  
Thu, Jun 29, 2023

x Jeffery Gregg

Comment  
Met today with Tom.

7

Approval & Signature  
**Jeffery Gregg**

Completed On  
Thu, Jun 29, 2023

x Jeffery Gregg

Comment  
A very good start to a long career.

8

Signature  
**Thomas Ryan**

Completed On  
Wed, Jul 5, 2023

My signature, or lack thereof, certifies only that I have reviewed my evaluation. This does not indicate that I agree with any or all of the ratings given in the evaluation.

Comment  
Thanks!

x Thomas Ryan