

## OPPOSITION TO CORE REQUIREMENTS FORM

DATE: \_\_\_\_\_

EVALUATOR: \_\_\_\_\_

MANAGER/SUPERVISOR: \_\_\_\_\_

According to the administrative rules for EAS employees in the Pay-for- Performance Program, when an employee, who has concerns or does not agree with the individual core requirements set during the interactive discussion with the evaluator. These concerns must be documented along with the rationale for such concerns on an separate form.

This form informs the evaluator that there is a valid concern with the core requirements originally submitted or discussed with them. I the undersigned have given consideration to the core requirements selected by you and find that they do not meet the criteria for the PFP process. The core requirements selected by you do not enable me to concentrate on achievements within my control or within my line of sight within the organization. Therefore I am requesting that a new set of core requirements be provided for me to choose from that fall within this criteria. The core requirement are suppose to link my individual contributions to the organization success and provide me with an incentive to perform at a level conducive to the overall success of the unit in which I manage/supervise. I am available to discuss these concerns with you as soon as possible. If we are unable to agree on the new set of core requirements. I am requesting to have my N.A.P.S. representative present during any and all future discussions in relationship to the core requirement for FY 2007.

I am concerned with requirement: \_\_\_\_\_  
\_\_\_\_\_

The reason for my concern is:

- A. The requirement was given without an interactive discussion with me.
- B. The requirement does not allow me the distinction to be recognized for the contributions that I make to the unit that I manage/supervise.
- C. The requirement is within an area which I have little or no control over the outcome of the results.
- D. The requirement is one of which I have no personal contribution to the outcome or results of.

I would like to select this requirement in place of the one listed above: \_\_\_\_\_  
\_\_\_\_\_

- A. The requirement is one of which I have a direct relationship to or personal contribution to.

Manager/Supervisor: \_\_\_\_\_

Date: \_\_\_\_\_