



**Survival Factors Investigation Attachment**  
**NYCT Train Service Supervisor Train Operator**  
**Performance Criteria**

**Manhattan, NY #1**

**RRD24FR003**

**(4 pages)**

# New York City Transit

## HEEP - Employee Evaluation History Report (Detail)

Parameters			
<b><u>From:</u></b>	11/29/2022	<b><u>To:</u></b>	11/29/2023
<b><u>Pass:</u></b>	145074	<b><u>TSS/Manager pass:</u></b>	125037
<b><u>Name:</u></b>	CHAPMAN, CRYSTAL	<b><u>TSS/Manager Name:</u></b>	CALLAHAN, JOHN
<b><u>Division:</u></b>	B	<b><u>RC:</u></b>	2374
<b><u>District:</u></b>	3	<b><u>Prom. Date:</u></b>	04/09/23
<b><u>Evaluation type:</u></b>	ALL		

Evaluated as: ROAD/YARD TO

Date	05/16/23	06/18/23	07/05/23	08/09/23	08/22/23	09/30/23	11/18/23
Fit for duty	Y	Y	Y	Y	Y	Y	Y
Has safety equipment	Y	Y	Y	Y	Y	Y	Y
Boarding train	S	_	_	_	G	S	_
Bulletin board	S	S	_	_	_	_	_
Cab door position	S	S	S	S	S	S	S
Knowledge - running time	S	S	_	_	G	_	S
P.A. check at terminal	S	-	-	-	S	-	-
Use of P.A. system	S	_	_	_	G	_	_
Use of radio	S	S	_	_	G	S	S
Standing brake test	S	_	_	_	G	_	_
Rolling brake test	S	_	_	_	G	_	_
Running brake test	S	_	_	_	G	_	_
Judgment of speed/distanc	S	S	S	_	G	S	S
Schedule adherence	S	S	S	G	G	_	S
Speed passing stations	_	_	_	_	_	S	_
Operations restrict area	_	S	S	_	G	S	_
Operation - customer serv	S	S	S	S	G	_	S
Operation - lay up tracks	_	_	_	_	_	S	_
Safety Stops	_	_	_	_	_	_	_
Proper station stop	S	S	S	S	S	_	S
Reaction to signals	S	S	S	_	S	S	S
Side and end signs	S	G	S	G	G	S	S
Signal comprehension	S	S	S	_	S	S	S
Buzzer/Horn Signals	_	S	S	_	G	S	_
Speed over switches	S	S	S	_	G	S	S
Knows Flagging	_	S	S	_	_	_	_
Preparing Train-Service	_	_	_	_	_	_	_
Coupling/Uncoupling	_	_	_	_	_	_	_
Securing Train	_	_	_	_	G	S	_
OVERALL	S	S	S	G	G	S	S
Evaluated by TSS/Manager	104153	285729	427007	727737	259025	125037	125037

**Legend:**

- NA
- 10** 10-month
- 2W** 2-week
- 6W** 6-week
- 8M** 8-month
- E** Excellent
- G** Good
- M** Marginal
- N** No
- NI** Needs Improvement
- OT** Other
- P** Poor
- PO** Posting
- PR** Probationary
- S** Satisfactory
- U** Unsatisfactory
- V** Verbal
- VG** Very Good
- Y** Yes
- \_ Not applicable
- ~ Not Required
- \* Not used in evaluation

**From:** [Hazel, Henri](#)  
**To:** [Sheryl Harley](#)  
**Subject:** RE: Clarification of evaluation by TSS  
**Date:** Wednesday, February 21, 2024 1:53:17 PM

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Satisfactory = meets the minimum standards of the task being critiqued on. Good = above the minimum standards. A satisfactory employee knows how to complete a specific task. A good employee knows how to complete the task and why they are performing the task.

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**From:** Sheryl Harley [REDACTED]  
**Sent:** Wednesday, February 21, 2024 12:37 PM  
**To:** Hazel, Henri <[REDACTED]>  
**Subject:** Clarification of evaluation by TSS

Good afternoon,

One other question. I see on the operator's evaluation history that the TSS has rated some elements as Good and others as Satisfactory. Can you explain the difference to me? Is one deemed a higher classification of job performance than the other? I want to understand the rating system and what the standards are. Thank you.

Sheryl

[REDACTED]