



Performance Appraisal Policy

Effective Date: November 2020

Owner	Board of Commissioners (BOC)
Reviewer(s)	Human Resources
Approver(s)	Human Resources Director
Related Policies	Compensation Policy
Related Standards	N/A
Storage Location	iCobb
IS Last Review Date	October 2020
IS Next Review Date	October 2022
IS Review Cycle	Every two years

1. PURPOSE

To provide regulations concerning performance appraisal procedures for county employees.

2. SCOPE

This policy affects all Board of Commissioners' Employees. If you have questions regarding this policy, contact Human Resources.

3. POLICY

It is the policy of the County that the job performance of each employee shall be evaluated periodically by the employee's immediate supervisor.

PROCEDURES

A. The performance appraisal consists of a written evaluation of the employee's job performance, the supervisor's documentation and recommendations. It also includes performance goals for the next evaluation period. The appraisal may also be used to identify the employee's training needs.

B. Using the job performance documentation which has been written during the year, the supervisor will rate the employee's performance using the appropriate rating scale based on the appraisal method being used.

C. Performance appraisals shall be completed and submitted based on a timeline distributed by Human Resources. All appraisals are completed near the end of each calendar year.

D. Supervisors are encouraged to keep informal written records of significant events and examples of job performance for the employees under their supervision.

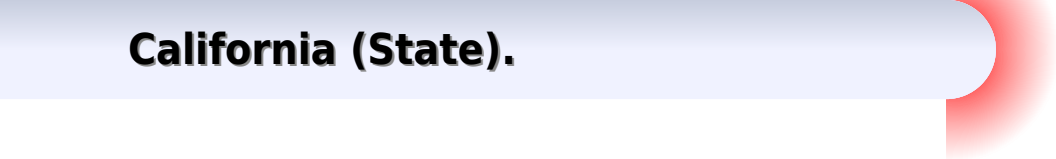
E. Employees who disagree with their appraisal should submit in writing to their supervisor the reason for disagreement. If no change is made after supervisory consideration, the employee may take his/her concerns to the next management level. If the employee remains in disagreement, he/she may take his/her concerns to the department/agency head who is responsible for the final disposition of the appraisal.

F. Progress discussions will be conducted with employees by their supervisors at least once during the rating period.

G. The Human Resources Department is responsible for:

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California (State).



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