



UNIFIED PERSONNEL BOARD POLICY #3 **Employee Performance Management Program**

The Director of Human Resources shall establish and administer a program for evaluating the work performance of employees in the Classified Service. An evaluation process shall be established by Human Resources with the concurrence of the Appointing Authorities for all classified employees.

The performance management program should incorporate frequent discussions and conversations between supervisors and employees on the following:

- Setting expectations
- Supporting growth and development
- Observing and noting performance
- Summarizing performance conversations

Supervisors are expected to memorialize a summary of these conversations on a quarterly basis unless the Appointing Authority adopts an alternative schedule.