

28. Employee Performance Appraisals

Measure / Indicator Description:	Responsibility:	2006 %	2007 %	2008 %	2009 %
Percent compliance with establishing a District Policy on conducting employee performance appraisals.	Chief Eastman	100	100		
Percent compliance with establishing and maintaining a template for use in preparing and presenting employee performance appraisals.	Chief Meek	100	100		
Percent compliance with providing supervisory personnel with internal and external training to enhance their skills in conducting effective performance appraisals.	Chief Meek Chief Clinton	50	50		
Percent compliance with conducting a performance appraisal for each employee of the District – currently performed at least once each calendar year.	Supervisory Personnel	100	100		
Percent compliance with conducting performance appraisals for employees serving a probationary period; according to the schedule developed by the Training Division.	Chief Clinton Company Officers	100	100		
Overall Percent Compliance by Year:		90%	90%		

What does this measure tell us?

This measure helps enable continued growth and development of the District’s human resources through effective application of the employee work performance appraisal process. Training supervisory personnel in effective delivery of work performance appraisals should lead to increased employee satisfaction and morale.

Goal being measured:

Develop an Organizational Structure Plan that will carry the Department into the Future.