



9.02 PERFORMANCE MANAGEMENT

Overview of Performance Management

The performance management process is a tool used to manage performance by promoting employee understanding of successful job performance and commitment to the objectives and goals critical to the success of the agency.

Written Performance Management Plans will be done on an annual cycle determined by each bureau. Employees within the same bureau may be evaluated on different annual cycles. The Bureau director or designee shall review each performance management plan after the employee has reviewed and commented on the plan.

All employees should receive at least an annual review of their performance. If written such reviews must be provided to the Bureau of Human Resources. For each non-represented employee and for certain COPPEA represented employees, Bureaus will provide completed, written annual performance management plans to the Bureau of Human Resources.

Merit pay increases require performance evaluation

All employees in non-represented classifications, who are not employed on a casual basis, and certain COPPEA represented employees shall be evaluated and eligible to be considered for a merit pay increase based on an annual performance management plan, in accordance with the City's Performance Management System. Merit increases must be awarded in the fiscal year in which they are earned. This does not apply to employees returning from active military duty who otherwise would be eligible for a merit pay increase. Except in exceptional circumstances, such as the employee has been on an extended leave of absence, and as approved by the Director of Human Resources, retroactive merit increases for prior fiscal years shall not be awarded. To accommodate employees whose anniversary dates are in June, merit increases for these employees must be awarded no later than August 31 following the close of the fiscal year ending June 30.

Amount of Merit Pay Increases

Unless otherwise provided by these Rules, non-represented employees are eligible annually on his/her anniversary date for a merit pay increase of up to 4.1% or to the top of the range for his/her classification, whichever is less.

Bureau Performance Plans

Those bureaus developing their own Performance Management Plan shall include the following plan requirements:

1. Consistent annual performance management evaluation period for all employees covered by the plan.
 2. A performance rating schedule, which identifies the performance, pay increase, if any, given for each rating category.
 3. A description of the cycle or cycles, which will be used by the bureau.
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4. A written performance management plan for each employee that is developed and communicated to the employee prior to the beginning of each plan year and includes:
 - a. identification of their job performance expectations and performance measures that are results-based or behavior-based or a combination of both;
 - b. An individual employee development plan;
 - c. Provisions for ongoing review during the plan year to discuss employee performance, monitor progress, modify, and update the performance plan as needed.
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**Administrative Rule
History**

Adopted by Council March 6, 2002, Ordinance No. 176302
Effective April 5, 2002
Revised July 1, 2004
Revised April 17, 2009, effective July 1, 2009
Revised October 19, 2010
Revised November 4, 2011

Guidance for HR Administrative Rule 9.02
Performance Management
October 19, 2010

Issue

Provide guidance to bureaus when submitting support documentation for non-represented employee performance related salary increases.

Background

Chapter 9.02 Performance Management requires written performance management plans (i.e., performance evaluations) to be completed for each non-represented employee on an annual cycle determined by each bureau.

This chapter of the HR Administrative Rules also requires bureaus to provide confirmation of completed, written annual performance management plans for each non-represented employee and report every employee's annual performance rating to the Bureau of Human Resources. BHR has clarified that a copy of the annual written evaluation is required to be forwarded to BHR as the official holder of the personnel file for each employee.

In order for a non-represented employee to receive a merit pay increase, a copy of the written evaluation must accompany the merit pay increase request, unless otherwise provided by these rules.

This guidance document addresses elements of information, which need to be included with the merit pay increase and written evaluation copy, and the timing of submitting such documents.

General Guidelines

1. A complete copy of the written performance management plan (i.e., performance evaluation) should be filed with BHR annually, whether or not the non-represented employee is eligible for a performance based increase.
2. In the event that a performance based increase is being requested for the employee, the first page of the performance evaluation form or coversheet should include the following:
 - The amount of the increase (percentage—i.e., 2%, 3%, 4.1% etc.)
 - The effective date of the increase
 - The dated signature of the Manager/Supervisor
 - The employee's name as it appears in SAP
 - The employee's PRNR
3. The evaluation documentation may be submitted electronically to BHR Operations.