



New Performance Evaluation Tool

Human Resources Department

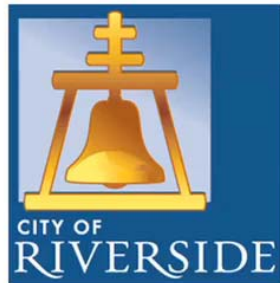
Presentation to the Human Resources Board – October 2016

Why are we introducing the new evaluation tool?

- To allow employees to do a self-evaluation
- To honor employees by allowing each employee to create their own work plan for the coming year.
- To allow for strategic alignment of each employee's goals with department's and City goals.
- To encourage more consistent employee evaluations.



Why are we introducing the new evaluation tool?



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Department

An overview of the new process and form

August 2016

RiversideCa.gov



Who will be impacted and when?

Fiscal Year - 2015-2016 Performance

Review period - July 1, 2015 – June 30, 2016

Managers and Supervisors

will be evaluated during the months of August and September 2016.

(Next year, 2017, evaluations will be due during July and August)

Probationary employees

Please begin to utilize the new form immediately.

(Note: For the 12 month review use new Full-Time/Part-Time employee form – allows for Employee Development Plan)

Fiscal Year - 2016-2017 Performance

Review period July 1, 2016 – June 30, 2017

All City staff will be evaluated during the months of July and August



New Performance Evaluation Tool and the criteria it incorporates

- Let's take a look at the new performance evaluation form:
 - Full-time/Part-time employees



Additional Tools and Resources Available via the HR Intranet Site

- Performance Evaluation Guidelines
- Online resources
- Training website



THANK YOU!

QUESTIONS ???

