

XV-1 PURPOSE

- A. The Director of Human Resources shall develop a performance management process, to include performance plans and performance appraisals, to be used for all employees of Pima County. All employees shall be evaluated in accordance with this procedure.
- B. The Employee Performance Appraisal may be utilized as a means to determine merit increases, and for activities such as determining promotions, demotions, dismissals, order of layoff, reemployment, reinstatement, lateral reappointment and training or staff development needs.
- C. Employee Performance Appraisals are to be used as a tool to evaluate the level of performance of an employee.