

MACOMB COUNTY HUMAN RESOURCES POLICY

PERFORMANCE EVALUATION

Performance evaluations can be an important tool in any employment relationship. They can provide feedback to an employee, identify performance that is meeting or exceeding expectations and can assist management and the employee in identifying areas of improvement. However, performance evaluations lose all effectiveness if used as a disciplinary measure and county departments are expressly prohibited from using them in this manner.

Due to the complexity and varying degrees of effectiveness of implementing a legitimate performance evaluation system, there is no countywide system for measurement. Individual departments are authorized to use them and they must be developed and administered using objective criteria for success within the specific department's standards and needs.

Approved:



Office of County Executive

3-30-22

Date

Approved: July 8, 2014
Revised: March 28, 2022