

# 2017 -2018 Performance Management

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# Cleveland Metroparks Performance Management Goals

- Establish clear work objectives & expectations
- Employee development tool
- Linkage to Succession Planning
- Tool to determine compensation

# Force Distribution Method

Comparison of relative contribution to the success of the organization as well as comparing each employee's individual performance against other employees

# Benefits of Forced Distribution Method

- Calibration process
- Fairly rewards top performers
- Facilitates candid open communication
- Setting specific deadlines for improvement for poor performers
- Improves organization's performance
- Tough ranking system key to success of performance intervention

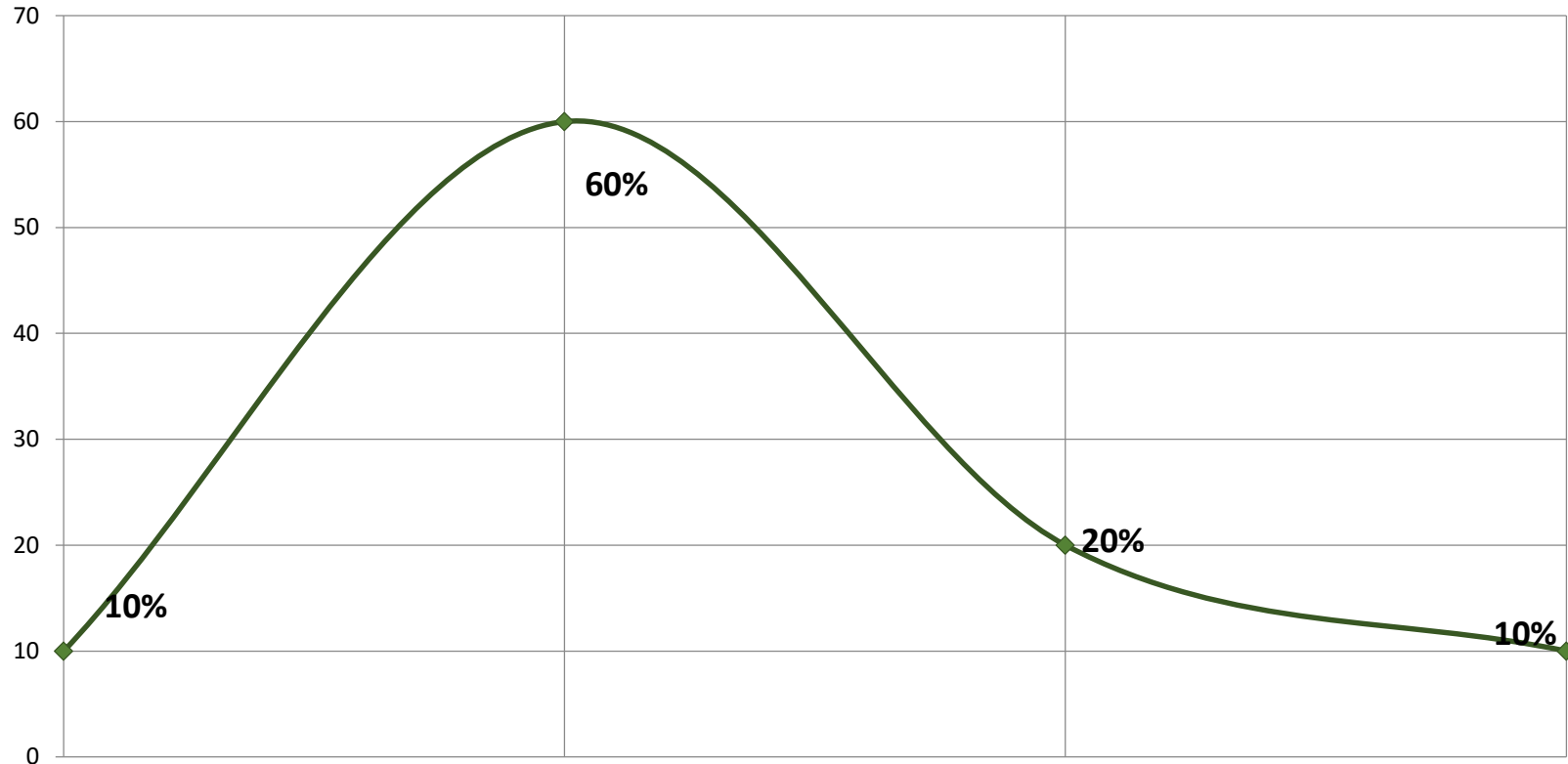
# 2017 – 2018 Performance Ranking

- Transformational (10%)
- Outstanding (20%)
- Commendable (60%)
- Not Meeting Expectations (10%) – PIP

*\*aggregate budget/increase 3.00%*

*\*wage adjustments – range from 1%-4%*

# Distribution of Comparative Performance Evaluation Scores



# Review Process and Execution

- Calibration process completed in November 2017
- Individual performance review meetings conducted/completed December 2017 and January 2018
- Performance based merit increases granted in January 2018
- Performance Improvement Plan (PIP) assigned

# New for 2017-2018

- Union employees introduced to calibration process
- New performance evaluation tool introduced in 2017