

# WHAT IS A PERFORMANCE EVALUATION?

## Broken Down By Union

### APC – 18.1.b

Performance evaluations shall be based on the direct observation or supervision of the employee's work during the period since the employee's last performance evaluation. In the event the evaluator has not directly observed or supervised the employee's work, the evaluation shall be based primarily on the content of the employee's official personnel file, including the applicable position description(s) and input from individuals who have interacted with the employee as part of the employee's required job duties. If the employee receives any rating of less than satisfactory (or its equivalent), the document(s) and/or specific example(s) relied upon for the rating must be given to the employee and placed in the employee's official personnel file no later than the time at which the evaluation is given to the employee in draft form.

### CSUEU 10.5

A performance evaluation is a review of the employee's performance and shall be based upon job-related criteria. Employee performance evaluations are for the purpose of evaluating individual employee performance and for providing guidance for performance development and improvement. Employee evaluations should acknowledge changes affecting the employee's position, including workload, which have occurred since the last evaluation.

### TEAMSTERS 12.2

Evaluations should be a review of the employee's performance, written by a non-bargaining unit evaluator, and based upon job-related criteria, including input from the employee and the employee's bargaining unit Supervisor where appropriate.

### SUPA

No language: contract silent.

### UAPD 13.6

Evaluations should be a review of the employee's work performance and should be based upon criteria which is objective in nature.

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**SACRAMENTO STATE**  
Employee & Labor Relations