

LARPD
Personnel
Committee

October 13, 2025



2025 Employee Performance Reviews

Why do we do this every year?

- Feedback and clarity
- Goal alignment
- Supporting Career Development
- Strengthening Communication
- Conflict resolution
- Informing HR Decisions
- Legal and Compliance Benefits
- Recognition



Reflections and Questions in Performance Reviews

NEW - Please reflect and answer the following questions: This section is intended to open the door to discussions so that you and your supervisor are aligned.

- I consistently demonstrate punctuality, maintain reliable attendance, and arrive prepared to begin work each day.
- I am aligned with the mission and values of the organization and department, and my behaviors and actions support our work.
- I am willing and able to complete the duties outlined in my job description and feel comfortable in my capabilities to accomplish the requirements of my job.

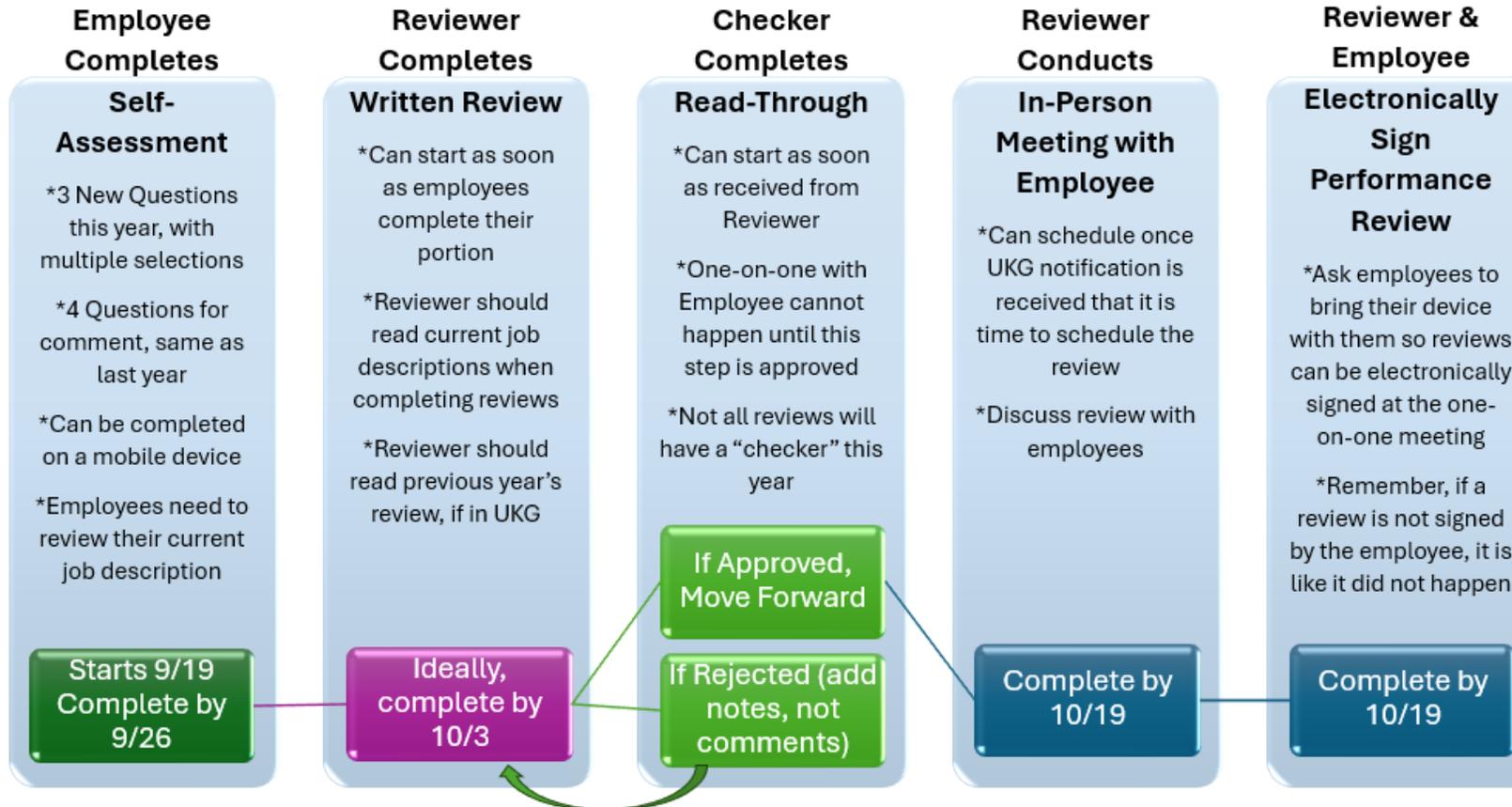
Same Five Questions as Last Year

1. What were your responsibilities and accomplishments during the time frame of 9/1/2024-8/31/2025?
2. What worked well in your role(s)?
3. What could have been better and how do we support you going forward?
4. Any career aspirations or training wishes?
5. General Comments?

2025 Performance Review Workflow for Year-Round Employees

We are asking everyone to complete the 2025 Performance Reviews electronically through UKG, including the employees. This will allow for all parties to have access to completed reviews in the future, even if an employee's manager/supervisor changes. It will also give easy access to past reviews during future review periods.

Entire Process Needs to be Completed by October 19, 2025



Current Stats



Reviews were initiated for 105 benefited employees



As of 10/7, 88 employees submitted their self-evaluation portion



Managers and Supervisors are on track to complete the reviews by 10/31



Demo and Q&A