

How Manatee County Sheriff's Office standardized performance evaluations and **increased completion rates by 30%**



CHALLENGE ONE

No way to keep managers accountable for completing evaluations

Manatee County Sheriff's Office **couldn't track which managers needed to complete evaluations and when**. HR had to manually search employee records to see if their evaluation was due and then notify supervisors, making it hard to stay compliant with policies.

OUTCOME

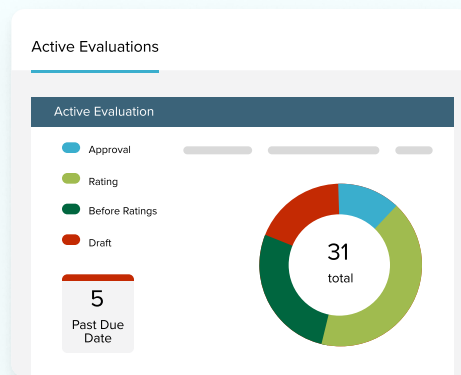
Complete visibility into evaluation deadlines and progress

Now, managers receive automated reminder emails when it's time to complete evaluations, and HR can track their deadlines and progress. Since moving to Perform, the Sheriff's Office has a **95% completion rate on performance evaluations – an increase of about 30%**.

With Perform,

97% of evaluations are completed on time

at Manatee County Sheriff's Office



CHALLENGE TWO

Inconsistent performance ratings across the agency

Managers didn't have clear rating guidelines to help them fairly evaluate employees, **leaving performance ratings up to personal judgment**. This led to inconsistencies from manager to manager and made it difficult to effectively align their feedback with their ratings.

OUTCOME

Fair and consistent ratings on performance evaluations

Now, when managers score employees, they have **clear definitions of each rating** so they can consistently and fairly match their performance feedback to their evaluation scores. This has **standardized performance evaluations across the agency**.

*“Now that everything is automated, **we're not wondering if managers remembered to do their evaluations**. It all happens behind the scenes and we don't have to think about it.”*

Julie Beckwith, HR Manager, Manatee County Sheriff's Office