

How Manatee County Sheriff's Office saved over 2,100 hours managing performance evaluations



PE

CHALLENGE ONE

The old system required a lot of tedious workarounds

The evaluation system Manatee County Sheriff's Office used before **couldn't support complex public safety evaluation processes**. HR had to update hire dates and probation dates by hand to ensure employees received the right evaluation at the right time.

OUTCOME

A configurable solution that automates evaluations

Each employee's evaluation schedule **adjusts automatically when a specific action occurs or based on a defined date**. With a system that configures to their unique evaluation schedules, HR no longer wastes time manually updating employee data.

Since 2018, Manatee County Sheriff's Office has

saved over 2,100 hours

of manual HR work

Approval Form
Casey Akers

Evaluation Name
Annual Evaluation

Due Date
DEC 31

Total Score
3 out of 5 (60%)

Overall Rating
Meets Expectations / 3.0

Approve & Sign

Deny

CHALLENGE TWO

Manually tracked personnel actions on paper forms

When an employee changed positions, titles, or supervisors, HR had to fill out a paper personnel action form and manually update their payroll profile. Just organizing promotional actions into future pay periods **took over 364 hours each year** – and created more work later.

OUTCOME

Integrated performance management with payroll

With an API that connects Perform to the Sheriff's Office's payroll system, employee **changes in one system are instantly applied to the other**. This ensures employees are always on the right pay period after a position change – and gives hundreds of hours back to HR.

*"Employees go into the program and the system makes the changes and then delivers their evaluation. **We've basically eliminated the majority of the manual work.**"*

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