

Making Performance Evaluations Effective in Florida Criminal Justice Agencies

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This is a study of the utilization of, and potential uses for, performance evaluations in Florida criminal justice agencies. A survey was conducted seeking the perceived importance of performance evaluations, and the human resource decisions in which they are used for input. A gap is discovered between actual usage, and stated importance of the evaluation. Contrasts and comparisons are made between agencies with collective bargaining units and those without bargaining units. The study advocates a systems approach to human resource decisions in which performance evaluations play an integral part in actions including: 1) pay raises; 2) promotions; 3) terminations; 4) duty assignment selections; 5) and career development. The ultimate desired result is a system that instills the employee with the desire to perform well and strive for the best possible ratings on evaluations, and to create an environment in which an individual can earn pride, recognition, and reward by his own personal efforts.