

# **POLICY: 4.4.4. (III.G)**

## **Performance Management**

**Revised:** April 2, 2015; February 7, 2013; October 3, 2001

**Last Reviewed:** April 2, 2015

**Adopted:** March 17, 2015



### **POLICY:**

The Technical College System of Georgia is committed to a work environment that strives for and rewards high performance, maximizes flexibility and encourages professional development and ongoing communication between employees and their supervisors. The Commissioner shall establish the guiding principles and accompanying processes which shall comprise a Performance Management system for the System Office and all technical colleges. The process will include the periodic review and annual rating/evaluation of all employees, excluding short term, temporary employees.

Provided monies are appropriated by the General Assembly, performance-based salary increases for all eligible full-time employees of the System Office and all technical colleges will be delivered in a manner as outlined in the Appropriations Act, accompanying guidelines established by the Commissioner, and guidance from the Department of Administrative Services and the Office of Planning and Budget.

The Commissioner shall conduct an annual performance evaluation for each technical college president.

### **RELATED AUTHORITY:**

O.C.G.A. § 20-4-11 – Powers of the Board  
O.C.G.A. § 20-4-14 – TCSG Powers and Duties  
O.C.G.A. § 45-20-21, Public Officers and Employees  
TCSG Procedure: 4.4.4p. Performance Management