



PERFORMANCE EVALUATION CYCLE QUICK REFERENCE

Bargaining Unit	Temporary Employee Review Cycle	Probationary Employees Probationary Period	Probationary Employees Review Cycle	Permanent Employees Review Cycle
Units 2,5,7,9 (CSUEU)	Annual	1 year	3rd, 6th and 11th months	Annual
Unit 4 (APC)	Annual	1 year	Prior to permanency* Recommended: 6 th and 11th months	Annual
Unit 8 (SUPA)	Annual	1 year	6 th and 11th months	Annual
Unit 10 (IUOE)	Periodically	1 year	Up to 4 times within the probationary period	Annual
C99 (Confidential)	Annual	Non-academic - 1 year Administrative - 2 years	Non-academic: 6 th and 11 th months Administrative: 6 th , 11 th , 18 th and 23 rd months	Annual

Group	New Employee Review Cycle	Permanent Employees Review Cycle
Management Personnel Program (MPP)	6 months	Annual

*This is the minimum period. There is no prohibition on doing more frequent evaluations. If an employee is experiencing performance issues, mid-year and end of the year evaluations are recommended.