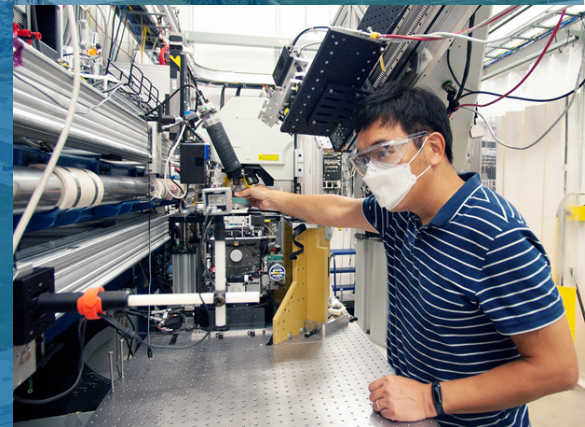




PSC HUMAN RESOURCES UPDATE

Geralyn Becker, Interim HR Manager
PSC All Hands Meeting
July 27, 2022



PERFORMANCE APPRAISALS - 2022

- Who: All employees (full- and part-time) active between July 1, 2021, and June 30, 2022
 - Postdocs who transitioned to regular positions
 - Union colleagues who transitioned to non-union positions

Union employees do receive a review BUT it is not tied to their compensation

- NOT in this process
 - Postdocs, students, Argonne Associates, contractors, temporary employees



PERFORMANCE APPRAISALS – 2022 CONT'D.

- 5 ratings: Far Exceeds, Exceeds, Achieves, Meets Most, Fails to Meet
- Same general calendar
 - August for Statement of Accomplishments (SOA)
 - Performance appraisals will launch in early September
 - Supervisors can request feedback from other stakeholders via Workday or email
 - Be sure all eligible employees have SMART goals documented in Workday
 - Be sure status of goals completed prior to FY22 have been updated in Workday, otherwise these old completed goals will appear in the FY22 performance appraisal
 - September-December to complete appraisals and hold conversation



PERFORMANCE APPRAISALS – 2022 CONT'D.

- Elements
 - Input from employee
 - Evaluation from supervisor
 - Feedback from other stakeholders
 - Calibration sessions
 - Review by second-level supervisor
 - SMART Goals
 - Conversation
- Links to merit increases and bonus
 - Effective in January
- PSC people matrixed to APS-U
 - 50% or more time – APS-U
 - Both supervisors in discussion



BARBARA ERICKSON

- August 1: begin transition
- HR Manager for Laboratory Operations and Office of the Director since 2018
- Leading the HR Group for performance appraisal continuous improvement
- Brings a wealth of experience
 - HR strategic
 - HR pragmatic



APSHR@ANL.GOV - YOUR TEAM!



Kyle Webb



Brianna Blazek



Tressa Alcantara