

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.
Act 449 of the Regular Session

1 State of Arkansas
2 86th General Assembly
3 Regular Session, 2007

A Bill

HOUSE BILL 1890

4
5 By: Representative Medley
6 By: Senator Steele

For An Act To Be Entitled

10 AN ACT TO REQUIRE AN ANNUAL PERFORMANCE
11 EVALUATION FOR STATE EMPLOYEES; TO PROVIDE FOR
12 THE REVIEW AND APPROVAL OF THE ANNUAL EVALUATION
13 PROCESS FOR STATE EMPLOYEES BY THE OFFICE OF
14 PERSONNEL MANAGEMENT OF THE DIVISION OF
15 MANAGEMENT SERVICES OF THE DEPARTMENT OF FINANCE
16 AND ADMINISTRATION; AND FOR OTHER PURPOSES.

Subtitle

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19 TO REQUIRE AN ANNUAL PERFORMANCE
20 EVALUATION FOR STATE EMPLOYEES AND TO
21 PROVIDE FOR THE REVIEW AND APPROVAL OF
22 THE ANNUAL EVALUATION REVIEW PROCESS FOR
23 STATE EMPLOYEES BY THE OFFICE OF
24 PERSONNEL MANAGEMENT.

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27 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

28
29 21-5-1003. Performance evaluation process.

30 (a) ~~Any~~ Each agency, board, commission, or institution of higher
31 education ~~may~~ shall revise or develop an evaluation process suited to the
32 mission of the agency, board, commission, or institution, provided:

33 (1) The employee's evaluation is:

34 (A) Conducted annually; and

35 (B) The process of evaluation begins at least ninety (90)



1 days before the employee's eligibility date, as defined by the guidelines of
2 the Office of Personnel Management of the Division of Management Services of
3 the Department of Finance and Administration as they existed on January 1,
4 2007; and

5 (C) The employee's evaluation is completed thirty (30)
6 days before the employee's eligibility date unless the agency director has
7 extended for good cause the employer's date for completing the employee's
8 evaluation;

9 ~~(1)(2)~~ The evaluation process identifies performance which is
10 "unsatisfactory", "satisfactory", "above average", and "exceeds standards";
11 and

12 ~~(2)(3)~~ The evaluation ~~system~~ process complies with the
13 guidelines established by the Office of Personnel Management of the Division
14 of Management Services of the Department of Finance and Administration.

15 (b) The agency, board, commission, or institution ~~may~~ shall implement
16 the performance evaluation ~~system~~ process required by subsection (a) of this
17 section upon approval after it is approved by the office ~~review by the~~
18 ~~Legislative Council.~~

19 (c)(1) Each agency, board, commission, or institution of higher
20 education shall submit its performance evaluation process and associated
21 forms to the office for its review and approval by April 1, 2008.

22 (2)(A) By July 1, 2008, the office shall:

23 (i) Complete its review of each performance
24 evaluation process; and

25 (ii) Return each performance evaluation process with
26 any required change in the performance evaluation process or associated
27 forms; and

28 (B) After completing its initial review under subdivision
29 (c)(1)(2)(A) of this section, the office shall review:

30 (i) For approval the performance evaluation process
31 and associated forms of any agency, board, commission, or institution created
32 after July 1, 2008; and

33 (ii) Periodically the performance evaluation process
34 and associated forms of any agency, board, commission, or institution of
35 higher education covered by this section for the purpose of recommending
36 improvements.

1 (3) After the office has returned the performance evaluation
2 process and associated forms, the agency, board, commission, or institution
3 of higher education shall implement the approved performance evaluation
4 process and forms.

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6 APPROVED: 3/22/2007
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