



DEPARTMENT OF HUMAN RESOURCES
PERFORMANCE MANAGEMENT SYSTEM
IMPLEMENTATION
FREQUENTLY ASKED QUESTIONS



Date Updated:	7/26/2012 5:19 PM			
Project Mission	The mission of the Performance Management System Implementation (PMSI) team is to implement a citywide performance management process and application across all departments in collaboration with city stakeholders and internal customers, addressing its impact on workforce productivity, efficiency, and service delivery.			
Project Team Members				
<input type="checkbox"/> Omar C. Reid	<input type="checkbox"/> Modeane Walker	<input type="checkbox"/> Leslie Denton-Roach	<input type="checkbox"/> Robbin Duplessis	<input type="checkbox"/> Valda DeWitt
<input type="checkbox"/> Noel A. Pinnock	<input type="checkbox"/> Scott Ward	<input type="checkbox"/> Janet McCown	<input type="checkbox"/> Chevelle Wilson	<input type="checkbox"/> Dyanne Marks
<input type="checkbox"/> Art Haller	<input type="checkbox"/> Pat Smith	<input type="checkbox"/> Carolyn Jackson	<input type="checkbox"/> Richard Feehan	<input type="checkbox"/> Linda Porter
<input type="checkbox"/> Diana Poor	<input type="checkbox"/> Toya Ramirez	<input type="checkbox"/> Kelly Shreck	<input type="checkbox"/> Farshid Amini	<input type="checkbox"/>

	Questions	Responses
1.	How much money has the City of Houston spent on the branding survey for the new Performance Management System?	The city of Houston has not expended any funds on the development or execution of the Performance Management System Branding Survey and has relied on internal resources and creativity to manage this mission-critical exercise.
2.	How many employees completed the Performance Management System Branding Survey?	We have received feedback from 2,002 employees throughout the city of Houston workforce. The branding survey was released on late Friday, July 13, 2012 and was closed on July 20, 2012.
3.	What are the results of the Performance Management System Branding Survey?	The Houston Employee Assessment and Review (HEAR) brand was selected by approximately 50% of the 2,002 employees who responded to the survey. The other two brands received less than 50% between the two. 
4.	Why wasn't I able to provide input in reviewing the old employee performance evaluation system?	Based on the 2011 HOPE contract, the city of Houston was responsible for reviewing the current employee performance evaluation system. The Mayor assigned a Task Team to conduct the review. The review was completed in December 2011 and a formal recommendation was presented to the Labor Management Cooperation Council in January 2012. In February 2012, the Mayor reviewed and approved all provisions in the recommendation in accordance to the 2011 HOPE contract, Article 12 §12.02.

More FAQs will be added as received.

"The human mind once stretched by a new idea never goes back to its original dimensions." ~ Oliver Wendell Holmes