



Performance Appraisal FAQs

1. What is the Employee Performance Appraisal process?

An annual review that allows employees and supervisors to evaluate performance, set self-development goals, and discuss professional development.

2. Why is this process important?

It promotes open communication, celebrates achievements, highlights opportunities for development, and ensures we continue delivering quality service in support of the County's mission.

3. Who participates?

All Dallas County full-time and part-time employees, including managers, department heads, and elected officials.

4. What system is used?

Appraisals are completed electronically in Oracle Fusion under the Performance module.

5. What do employees need to do?

Complete a self-evaluation reflecting on accomplishments, challenges, and future goals.

6. What if I disagree with my appraisal?

Employees who are dissatisfied with their evaluation may contact their department directly.

For concerns related to discrimination, retaliation, or harassment, employees may email employeerelations-hr@dallascounty.org for assistance.

7. What is expected of supervisors?

Supervisors review self-evaluations, provide feedback, assign ratings, and meet one-on-one with each employee.

8. When does the appraisal process occur?

The 2025–2026 appraisal period begins November 10, 2025, and ends February 27, 2026.

9. Will training be provided?

Yes. Virtual and on-site training sessions are available to guide employees and supervisors through the process. Visit the Dallas County [Employee Bulletin Board](#)

10. Who can I contact for help?

For all other questions, please contact your HR Training and Development Team at:

TrainingHR.TrainingHR@dallascounty.org