

Cal Poly Pomona

Quick Reference for Staff/MPP Performance Evaluation Timelines

Specific details and procedures for performance evaluations through each bargaining agreement/employee group are provided at--<http://www.cpp.edu/~hr/employee-labor/performance-management/index.shtml>.

Bargaining Units & Other Employee Groups	Temporary Employees Review Cycle	Probationary Employees Length of Probationary Period	Probationary Employees Review Cycle	Permanent Employees Review Cycle
Unit 1 – UAPD Union of American Physicians and Dentists	Annual	2 years	6th, 12th, 18th, and 23rd months	Annual
Units 2, 5, 7 & 9 – CSUEU California State University Employees’ Union	Annual	1 year	3rd, 6th, and 11th months	Annual
Unit 4 – APC Academic Professionals of California	Annual	1 year	3rd, 6th, and 11th months	Annual
Unit 6 – Teamsters Teamsters Local 2010	Annual	1 year	6th and 11th months	Annual
Unit 8 – SUPA Statewide University Police Association	Annual	1 year	6th, 9th, and 12th months	Annual
C99 – Confidential Employees	Annual	Non-Academic – 1 year Administrative – 2 years	3 rd , 6 th , and 11 th months If 2 year probation, add 18 th and 23 rd months	Annual

Management Personnel Plan – MPP Employees	Review Cycle Temporary MPPs	MPP Review Period for New Appointments	Ongoing MPP Review Cycle
The CSU MPP is an integrated personnel system addressing the employment rights, benefits, and conditions of those CSU employees designated as “management” or “supervisory” under HEERA.	Annual	To be evaluated after six months, then again at one year of service, and subsequently at one year intervals Note: MPPs serve as “At Will” employees. No tenure or permanent status is granted with MPP appointments.*	Annual

*Refer to [MPP Policies & Programs](#) for information on permanent status for MPPs appointed prior to January 1, 1984.