

NEOGOV
PERFORM:
SHERIFFS DEPUTY &
CAPITOL POLICE
OFFICER
USER GUIDE



Division of Human Resources
DOA.performancedev@hr.ri.gov



RI Dept. of Public Safety

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Before You Use This Guide

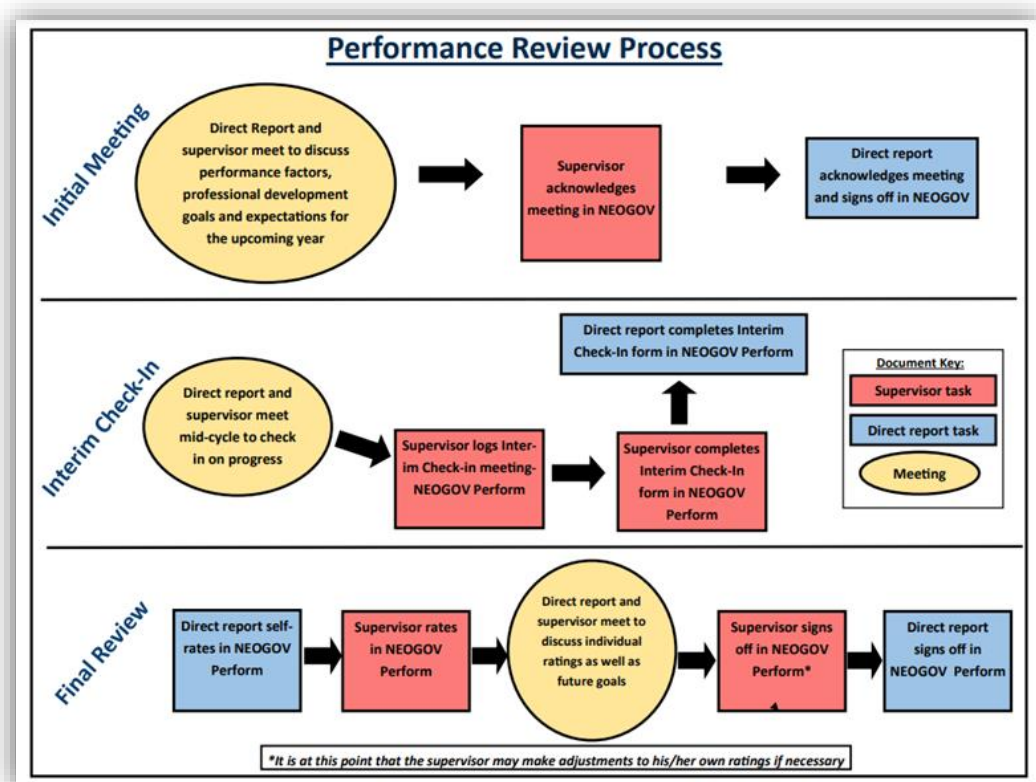
Performance Development in HR may need to send you an activation link to activate your account if you have never used the NEOGOV system. Once activated, you may log into your *Perform* account and complete any assigned tasks. ***(IF YOU COMPLETED YOUR OWN ONBOARDING EXPERIENCE IN NEOGOV ONBOARD, OR PARTICIPATED IN THE PERFORMANCE DEVELOPMENT PROGRAM IN THE PAST, OR USE OTHER MODULES IN THE SYSTEM, YOUR ACCOUNT IS ALREADY ACTIVE)***

OVERVIEW

The Review

The Rhode Island Division of Sheriffs and Capitol Police evaluation process is an annual cycle. The evaluation is a periodic appraisal of the employee's performance by his/her supervisor. It's an opportunity to assess progress, praise his/her accomplishments, and collaborate on goals to improve performance and help achieve the division's objectives.

The Process



The first *required* step for you, is at the very beginning of the cycle- when you will meet with your supervisor. Your supervisor will notify you of the meeting.

- At this meeting, you will discuss the evaluation criteria you will be rated on at the end of the cycle (expectations), and a discussion about your career goals and what steps you can start taking, in terms of annual goals and professional development to get there.
- Once you have met your supervisor will document the meeting in NeoGov and enter any goals, professional development activities and extra duty assignments you discussed.



The second step for you, at the mid-cycle point, is the “interim check-in” meeting and report. During this meeting, you and your supervisor will discuss progress related to performance factors and other professional development activities. Changes to your goals, if needed, can also be made at this time.

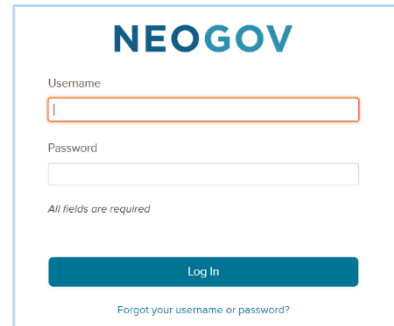
GETTING STARTED – LOGIN

To log into *Perform*, go to: <https://login.neogov.com/>

Enter your *username and password then click **Log In**:

**Your username is your work/state-issued email address; your password is whatever you created when you initially activated your NEOGOV account.*

If a password reset is required, click the “**Forgot your username or password?**” link. After entering the required information, an email will be sent to the email address in your profile containing a hyperlink to set a new password. If you do not receive an email with password reset link, please check your “junk email” folder. If it is not there, contact the Performance Development Unit in HR at: doa.performancedev@hr.ri.gov as your account may need to be activated.



The screenshot shows the NEOGOV login interface. At the top, the text "NEOGOV" is displayed in a blue font. Below it, there are two input fields: "Username" and "Password". The "Username" field has a small cursor icon. Below the "Password" field, the text "All fields are required" is shown. At the bottom of the form, there is a blue "Log In" button and a link that says "Forgot your username or password?"



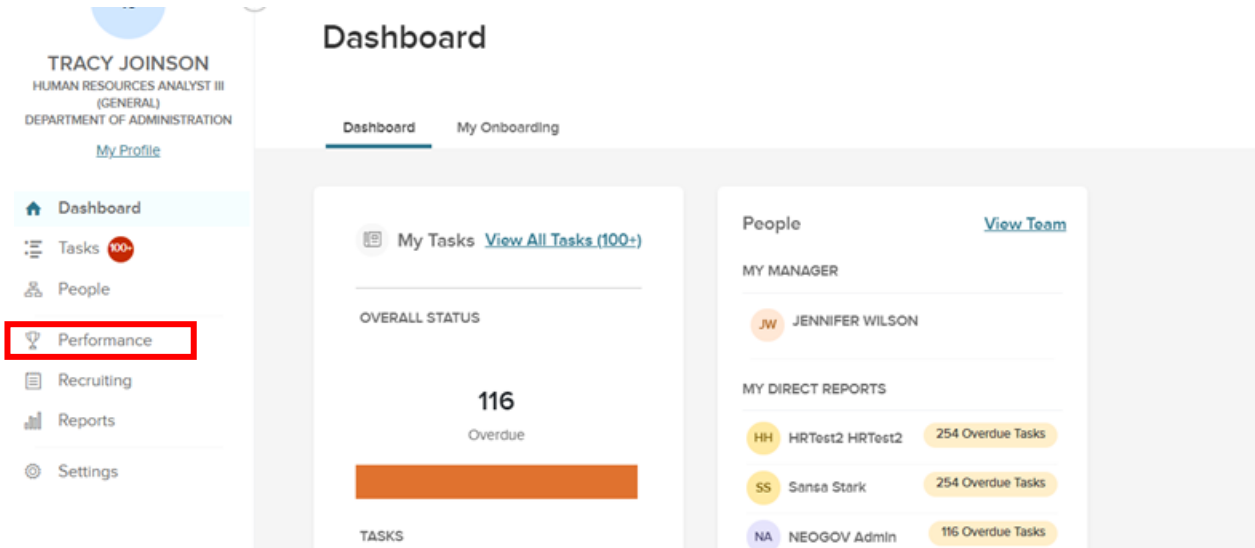
The screenshot shows the "Password Reset" page. The title "Password Reset" is at the top. Below it, there are five input fields: "Username", "Email", "First Name", "Last Name", and "What's 3 + 5?". At the bottom of the form, there are two buttons: "Cancel" and "Reset Password".



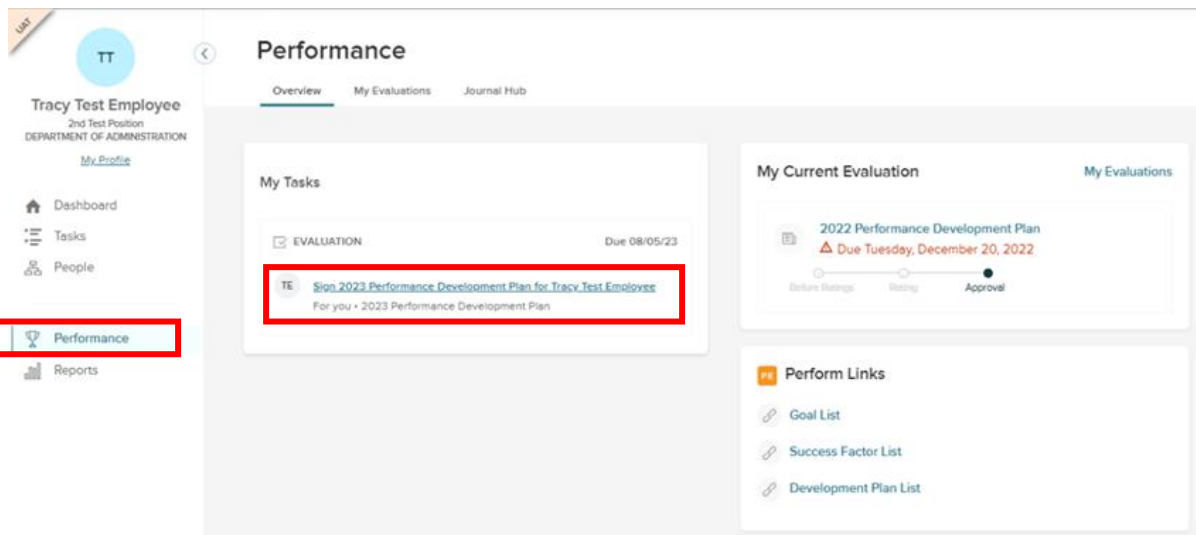
QUICK GUIDE - Acknowledging Your Performance Appraisal

At the very start of the annual cycle, after your supervisor has entered the content discussed in your meeting, you will receive an email notification to go into NEOGOV *Perform* to acknowledge the content of your review, or in other words, you are aware of what you will be evaluated on by your supervisor at the end of the cycle.

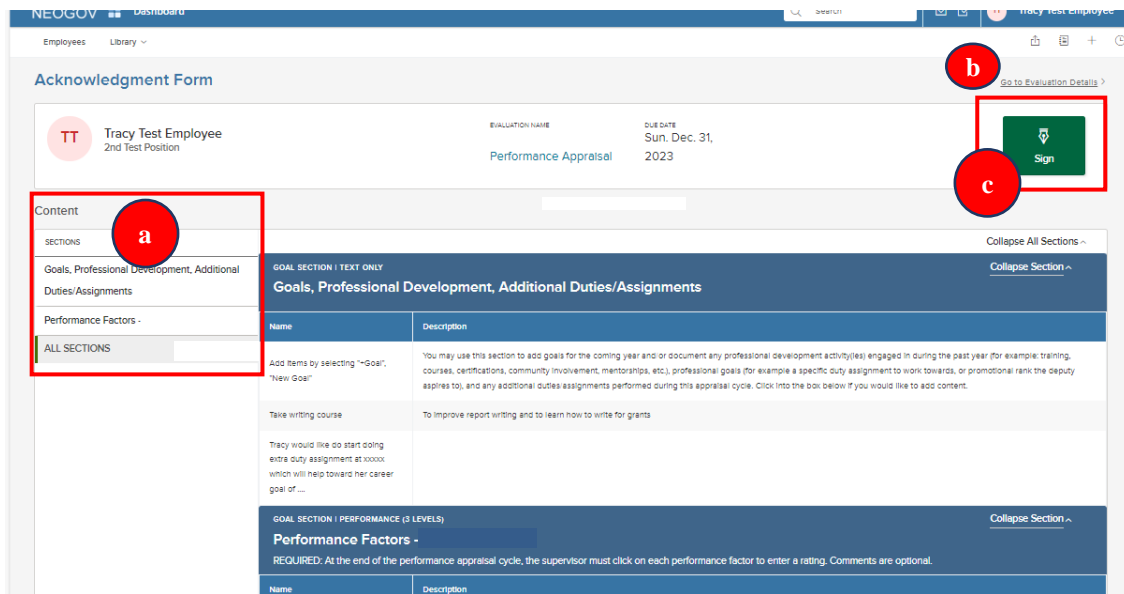
1. Upon logging-in, you will land on your NeoGov dashboard. Once logged-in click on “**Performance**” in the side menu:



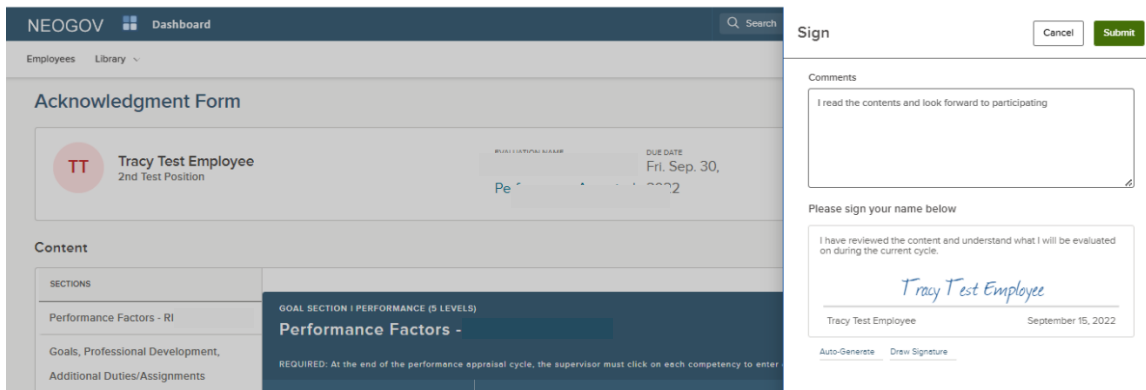
2. Click into the **Sign** task from the “**My Tasks**” section of your dashboard:



- You should review the content of the evaluation before submitting your signature. Click on (a) **Content Section** on the left to display the items within that section which will display on the right. To view the (3-level) rating scale for each performance factors, click on (b) **“Go to Evaluation Details”** and scroll to the bottom of the evaluation to the **“Notes & Attachments”** section; you can download the rating scale guide.

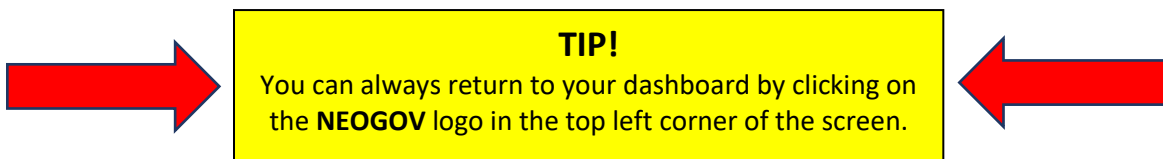


- To sign, click the (c) **“Sign”** button:
- A fly-out will appear:



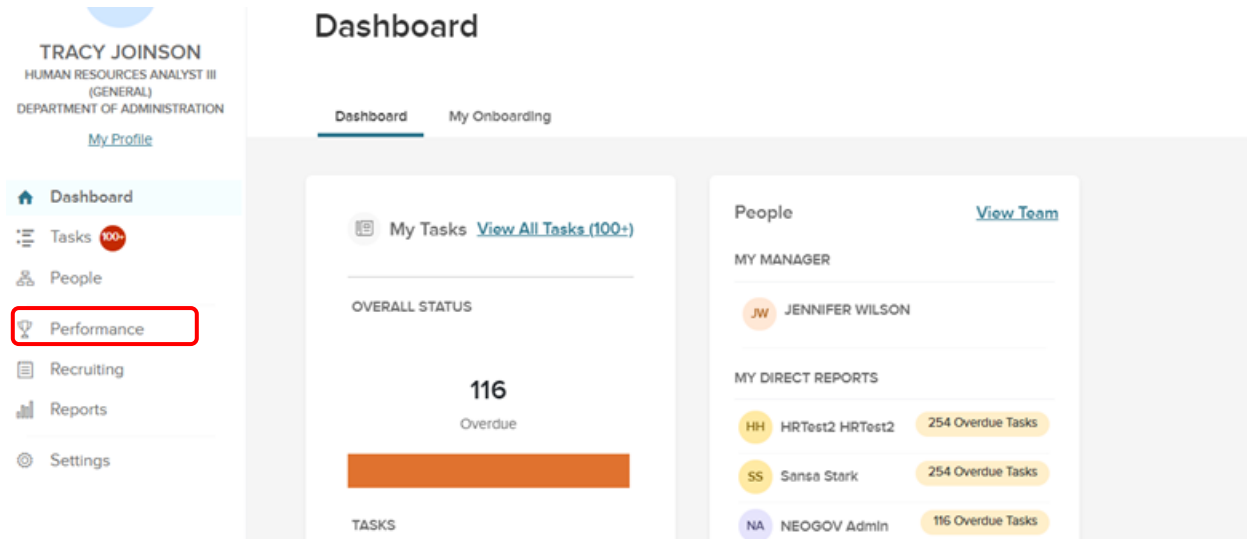
- Comments may be entered. NEOGOV auto-generates an electronic signature. Select **“Submit”** *NOTE: Any comments entered will appear on the performance appraisal printout when saved.*

Once this is done, the task is removed from the **“Current”** task section of the dashboard. Your next milestone will be at the mid-point of the review period- the interim check-in.

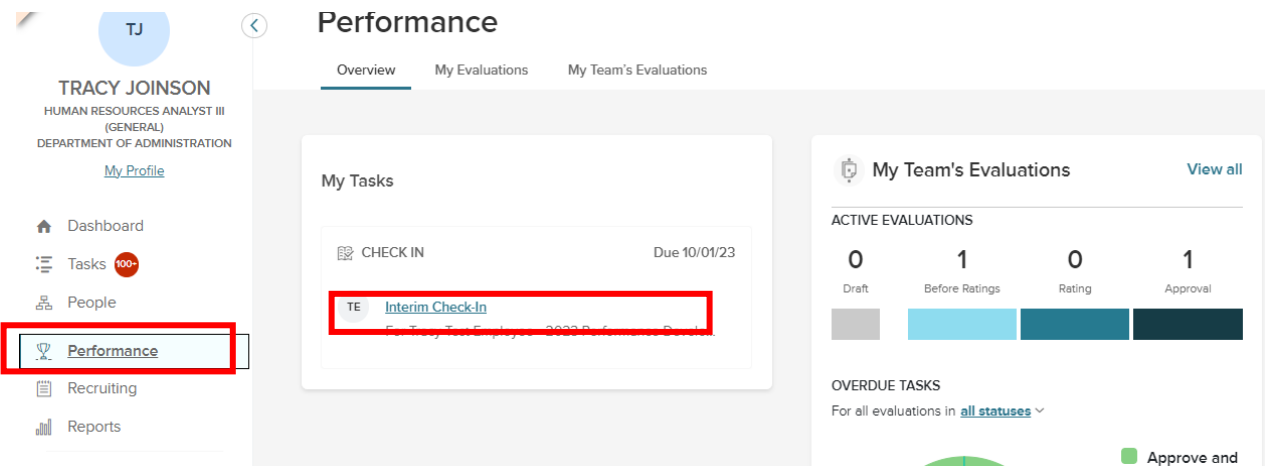


QUICK GUIDE – Interim Check-in

1. You will receive an email notification that the interim check-in milestone is approaching however the first step is for your supervisor to schedule a meeting with you to discuss your progress related to your performance review.
2. After the meeting is held and your supervisor completes his/her two tasks related to this milestone (1) document the meeting the two of you had, and (2) complete the interim check-in “form”, you will then **also** need to complete the interim check-in “form”.
3. Navigate to your NeoGov dashboard, select “**Performance**” from the left menu:



4. Select “**Interim Check-in**” task from your Performance dashboard:



TIP

Although the check-in form will ask you to comment on the status of each content area (performance factors, goals, etc.), it will not display the specific content, so have a copy of the performance review on hand to refer to (print or electronic). To print a copy, scroll to “My Evaluations” on your “Performance” dashboard, select the current performance development plan and you will see a print icon at the top of the plan. Return to your “Performance” dashboard to select the interim check-in task once printed. **If you experience an error when attempting to print, allow pop-ups from NEOGOV in your browser settings. Utilizing MS Edge browser is not recommended while using NEOGOV.*

5. A fly-out appears; you must enter a status report into the two text boxes- first for the performance factors and then your goals, professional development and any extra duty assignments:
6. Once complete, select “Publish” (a)

NEOGOV

2023 Performance Appraisal

Evaluation Check-In for Tracy 2nd Test Employee

DRAFT AUTOSAVED ON 02/09/2023 03:46:09 PM

Close Publish (a)

Question 1

Mid-cycle Check-in *

Please provide an update regarding progress in achieving the performance factors: Appearance - personal health & physical fitness; Attitude with co-workers, supervisor and public; Dependability; Initiative; Interpersonal Skills; Judgment-decision making-common sense; Leadership/Supervisory qualities & ability; Enforcement tactics; Knowledge of job & division policies & procedures; Operation/care/maintenance of division equipment; Work habits- effective, efficient, safe; Quality/Quantity of work; Written communication/report writing;

B i U A: [Formatting icons]

Type something

Search Feedback Entries

Filters: Author... Date: Past ...

No Journal Entries found.

7. Note – if you would like to view the comments your supervisor entered either before or after you enter comments, you must leave your performance review, go to your NeoGov dashboard (click on the NeoGov logo) and select “Performance” on the left menu and then “My Evaluations”, and then select your current performance review:

NEOGOV

Dashboard Search [User: Tracy Test Employee]

Dashboard Tasks People Performance Training Onboard Reports

Performance

Overview My Evaluations Journal Hub

My Evaluations

Active

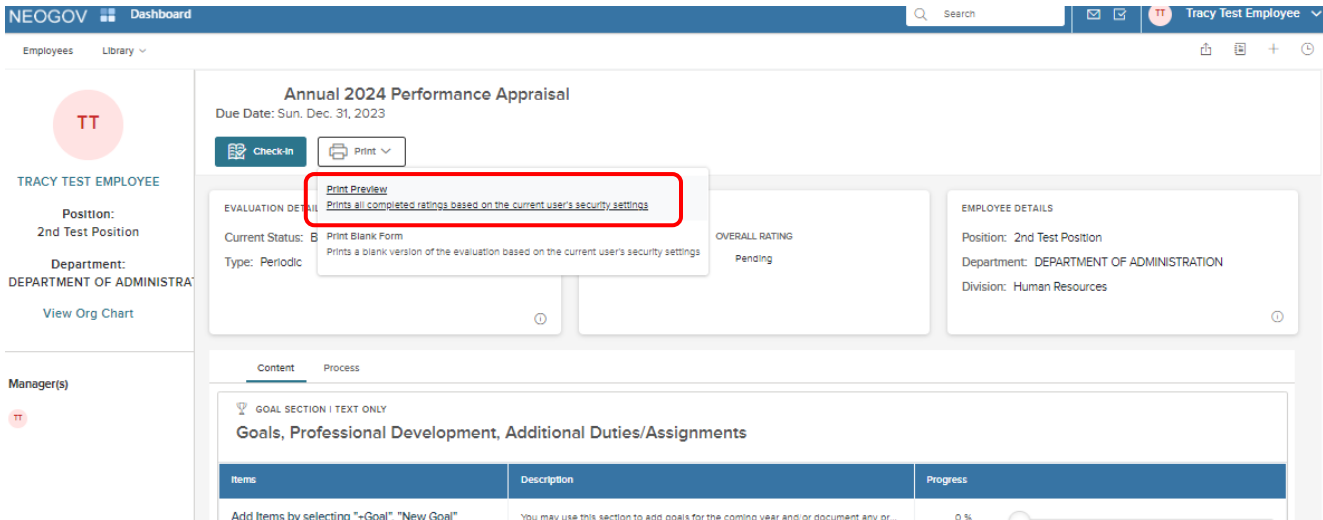
Current (1)

Annual 2024 Performance Appraisal

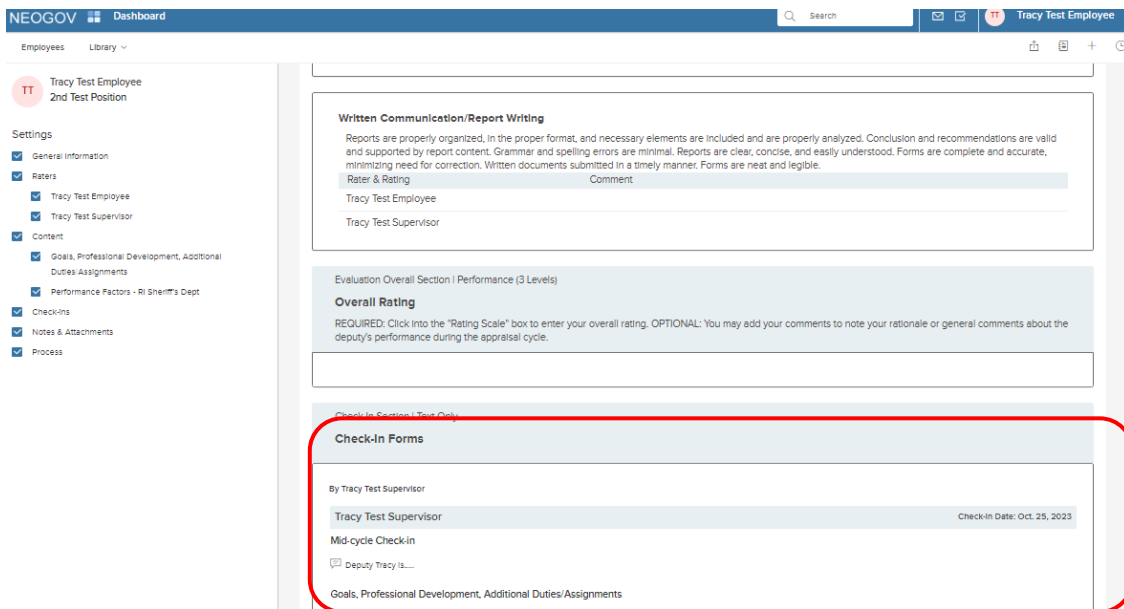
Due Sunday, Feb 26, 2023



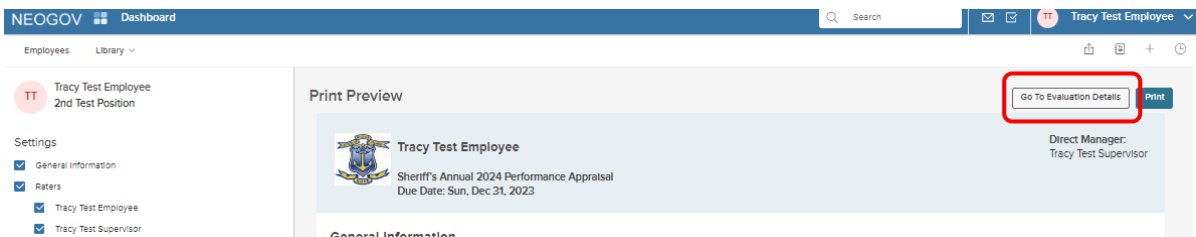
8. Select "Print", and then "Print Preview":



9. Scroll towards the bottom of your review and you will see the "Check-in Forms" comments entered by your supervisor for your goals and performance factors sections:



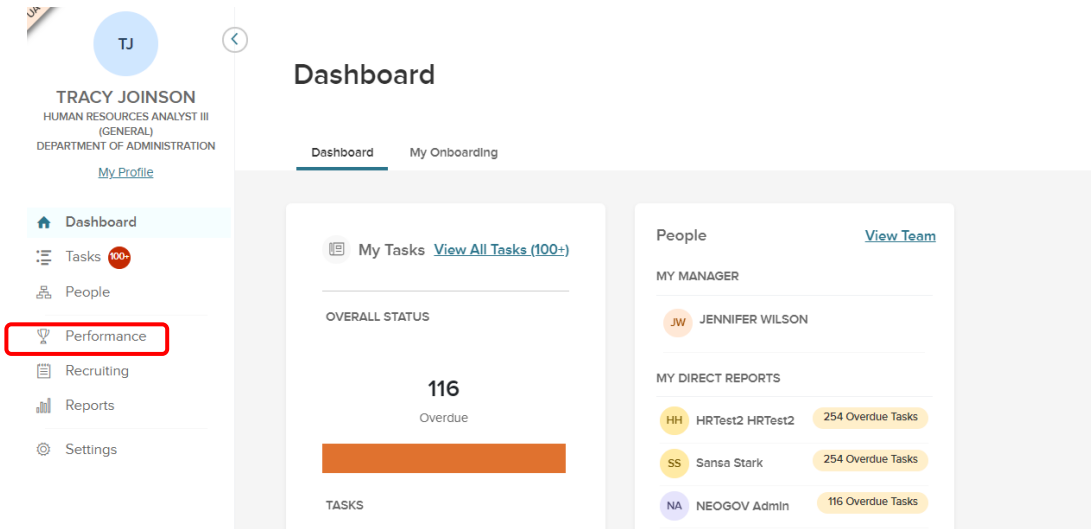
10. To return to your check-in task, select "Go to Evaluation Details" at the top of your review:



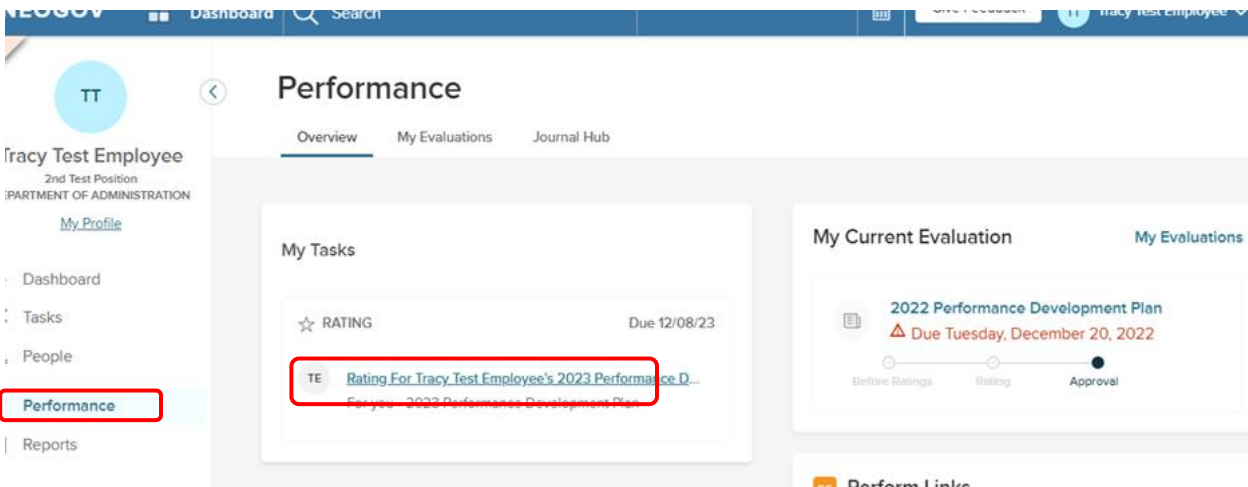
QUICK GUIDE – Self-Rating

At the end of the cycle, you will receive a notification that it is time for you to complete a self-rating. After you have done so, your supervisor will receive a notification that it is time for him/her to complete his/her final/end-of-cycle rating.

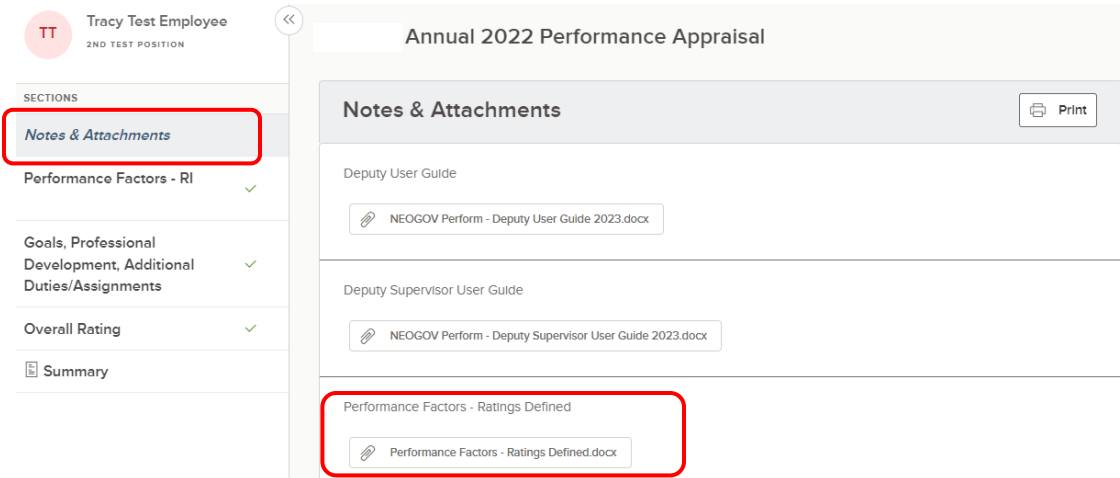
1. Log-in to NeoGov and select **“Performance”** from the left menu:




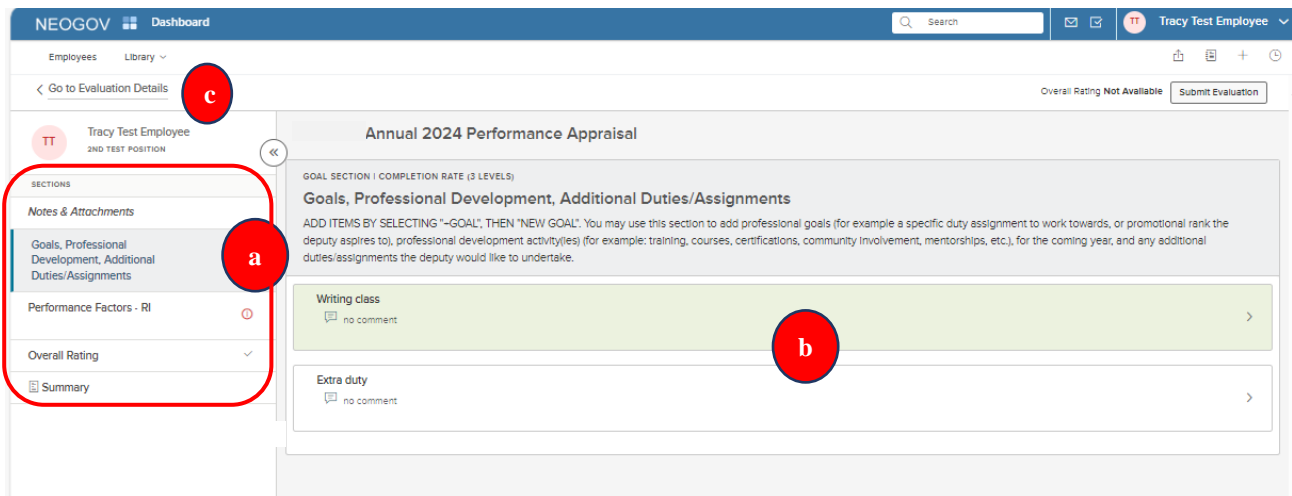
2. Click on the task to complete your **(Self)-Rating**.



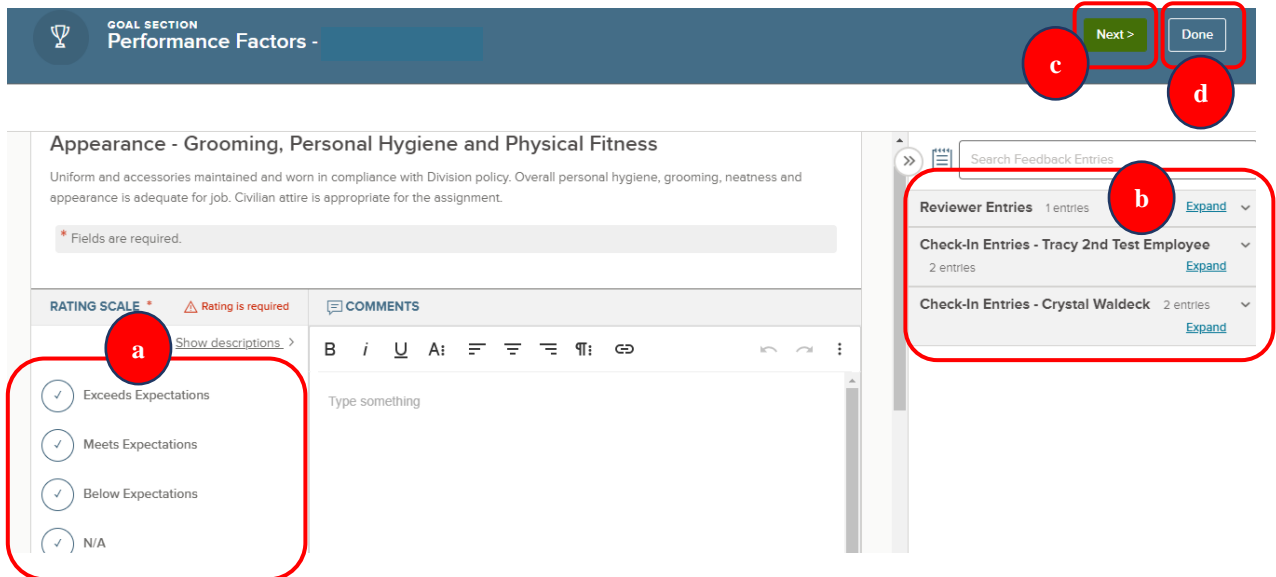
- To view the criteria for each of the three levels of the rating scale for each **Performance Factor**, in the “Notes & Attachments” section, download the “Performance Factors – Ratings Defined” document:



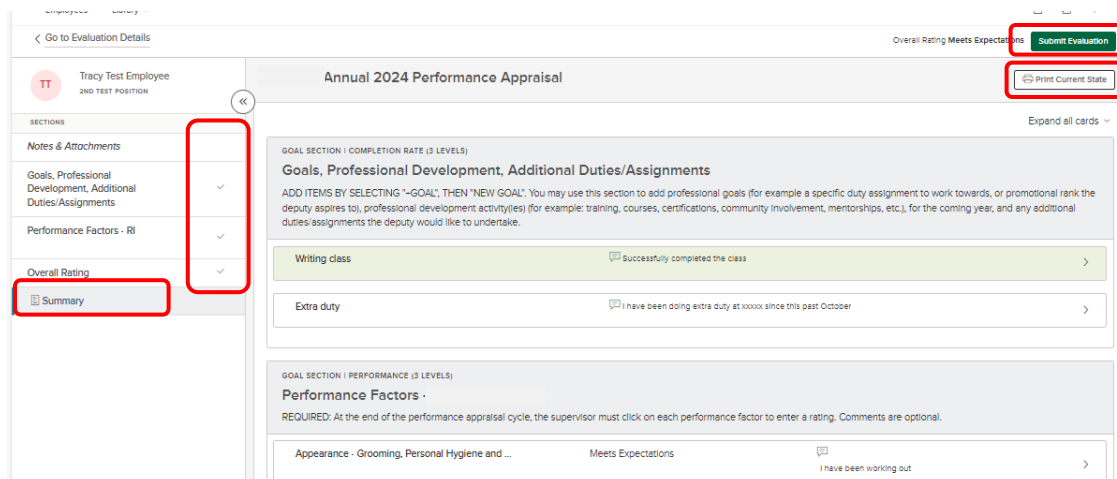
- Navigate to the side bar to begin rating. Notice the red alert symbols  indicating that the section must be completed before moving forward with the process. If content was entered for the goals section, these should also be rated.
- To rate an item, click (a) a section title and then (b) an item *within* a section, and a fly-out of the **Rating Card** appears (see below for further information).
- To leave the rating card and return to the evaluation detail page, select (c) “**Go to evaluation details**”
- Once you click on an item (b), a rating form and comment box will appear.



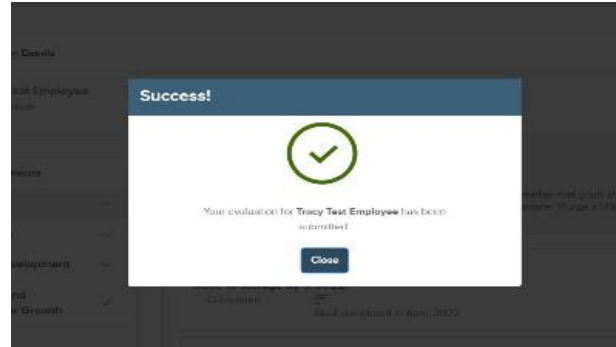
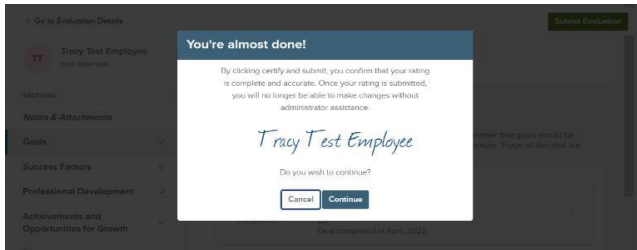
11. If the comment box is outlined in red, comments are required. You see a **Rating Scale**. To view a description of each rating scale value, select the (a) **“Show descriptions”** text and a flyout appears with detailed information. Select your self-rating. Note that entries from the interim check-in are available to view on the right (b).
12. Select **“Next”** to move to the next rating item (c).
13. When you have finished self-rating all items, select **“Done”** (d).



6. On the next screen, you can click **“Summary”** on the left side of the screen and scroll to double check that all of your ratings and comments are what you intended. If you have missed anything, you will see the alert symbol in red next to the respective section; click into the section to address what is missing.
7. To print the current state of the performance development plan for your upcoming meeting with your supervisor, select the **“Summary”** section on the “evaluation detail” page, and then select **“Print Current State”**.
8. Once all required ratings and/or comments are complete, select the **“Submit Evaluation”** button in the top right corner. **(Notice the alert symbols ⚠️ have become green check marks indicating everything is complete).**



9. You will receive a confirmation message. Once it is submitted changes can no longer be made without the assistance of HR. If further changes are needed, click “**Cancel**”. Otherwise, select “**Continue**”.



Once your self-rating has been successfully submitted, your supervisor will receive an email notification from NeoGov that you have completed the task and s/he will then complete his/her rating.



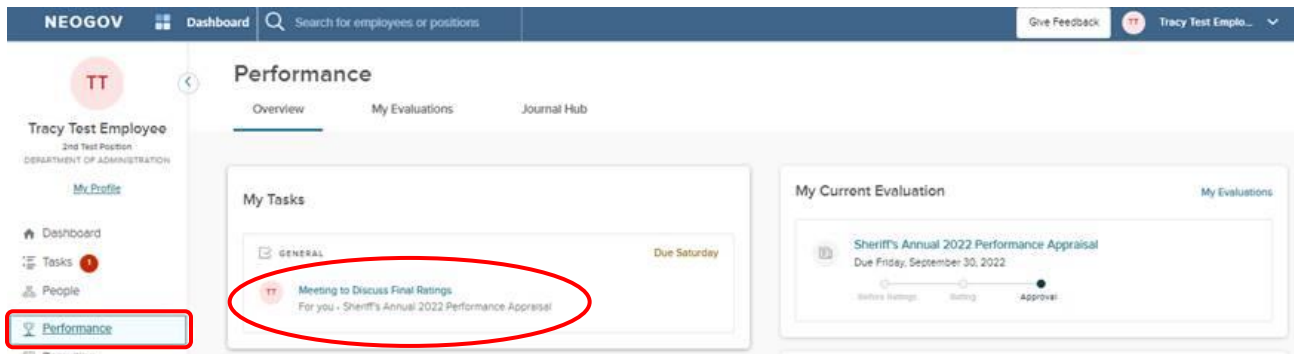
QUICK GUIDE – End of Cycle Meeting and Signing Your Final Review

After your supervisor has completed the rating step, and after the meeting has taken place, you will sign-in to NEOGOV to 1) acknowledge the meeting, and 2) to sign your final review. For the meeting, you are acknowledging that your supervisor discussed with you:

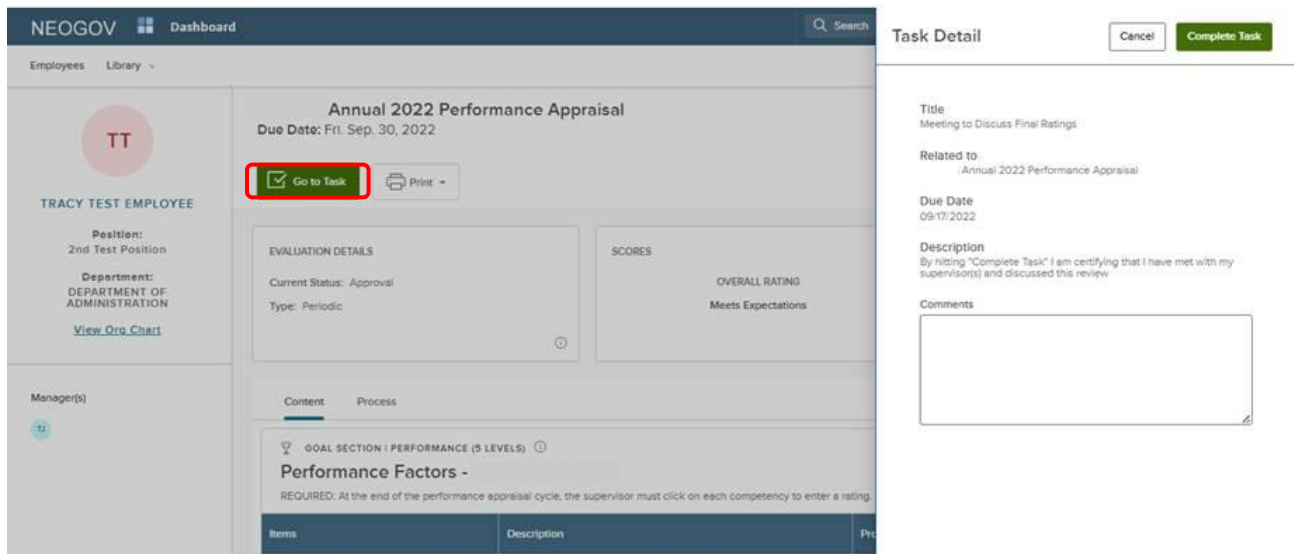
- a. The results of the performance appraisal just completed (your level of performance).
- b. Goals for the new reporting period.
- c. Career counseling relative to such topics as advancement, specialization, or training appropriate for the employee's position.

To acknowledge the meeting:

1. Sign-in to NEOGOV and navigate to your **Performance** dashboard to click on the meeting task to acknowledge the meeting:



2. Select “Go to Task” on your performance review.
3. By selecting “Complete Task”, you are acknowledging you met with your supervisor to discuss the items noted above; you may enter any comments.



- Acknowledging the meeting will be immediately followed by the new task, which is to sign your final review; you are directed to the signature task by clicking the **“Sign”** button. If you are not completing the signature task *immediately* after acknowledging the meeting, you will click on the signature task from your **“Performance”** dashboard.

Annual 2024 Performance Appraisal
 Date: Sun, Dec. 31, 2023

Sign (circled in red) | Print

EVALUATION DETAILS
 Current Status: Approval
 Type: Periodic

SCORES
 OVERALL RATING: Meets Expectations

EMPLOYEE DETAILS
 Position: 2nd Test Position
 Department: DEPARTMENT OF ADMINISTRATION
 Division: Human Resources

GOALS, PROFESSIONAL DEVELOPMENT, ADDITIONAL DUTIES/ASSIGNMENTS
 ADD ITEMS BY SELECTING “GOAL”, THEN “NEW GOAL”. You may use this section to add professional goals (for example a specific duty assignment to work towards, or promotional rank the deputy aspires to), professional development activity(ies) (for example: training, courses, certifications, community involvement, mentorships, etc.), for the coming year, and any additional duties/assignments the deputy would like to undertake.

Items	Description	Progress	Rating
Writing class	Deputy Tracy would like to take a writing class to improve report wr...	0 %	
Extra duty	Deputy Tracy would like to start doing extra duty at...	0 %	

PERFORMANCE FACTORS
 REQUIRED: At the end of the performance appraisal cycle, the supervisor must click on each performance factor to enter a rating. Comments are optional.

Items	Description	Progress	Rating
Appearance - Grooming, Personal Hygi...	Uniform and accessories maintained and worn in compliance with ...	0 %	Meets Expectations

- Navigate through the **Sections** by clicking on the section name; scroll through each section to review the ratings and any comments entered by your supervisor.
- Once you are finished reviewing, select the **“Sign”** button.

Acknowledgment Form

Tracy Test Employee
 2nd Test Position

EVALUATION NAME: Annual 2024 Performance Appraisal
 DUE DATE: Sun, Dec. 31, 2023

4 | **Sign**

Ratings Summary

Overall Rating	
Tracy Test Employee 2nd Test Position	Overall Rating: Meets Expectations
Tracy Test Supervisor Sample Position	Overall Rating: Meets Expectations

SECTIONS

- Goals, Professional Development, Additional Duties/Assignments
- Performance Factors - Ri... (circled in red with **3**)
- Overall Rating
- Check-In Forms
- ALL SECTIONS

Performance Factors - Ri...
 Writing class
 Deputy Tracy would like to take a writing class to improve report writing and learn how to write for grants. She will see if offered by the Law Enforcement Institute.

Tracy Test Employee	<input checked="" type="checkbox"/>	Successfully completed the class
Tracy Test Supervisor	<input checked="" type="checkbox"/>	Deputy Tracy took the writing class and report writing has improved.



5. A fly-out appears with the signature box and an optional comment section. If you would like to draw your own signature using your mouse, click “Draw Signature” under the signature line. If you do not concur with your supervisor’s ratings *and request further review*, contact your supervisor via email.

The screenshot shows a 'Sign' form with the following elements:

- A search bar at the top left.
- A 'Sign' title and a 'Cancel' button.
- A 'Submit' button highlighted with a red box.
- A 'Comments' section with a text area labeled 'Write comment here...'. The text area contains the text 'for TTE' and 'DUE DATE Tue. Nov. 09, 2021'.
- A 'Please sign your name below' section with a signature box containing the text 'Tracy Test Employee'.
- A date field showing 'November 09, 2021'.
- Links for 'Auto-Generate' and 'Draw Signature' at the bottom.

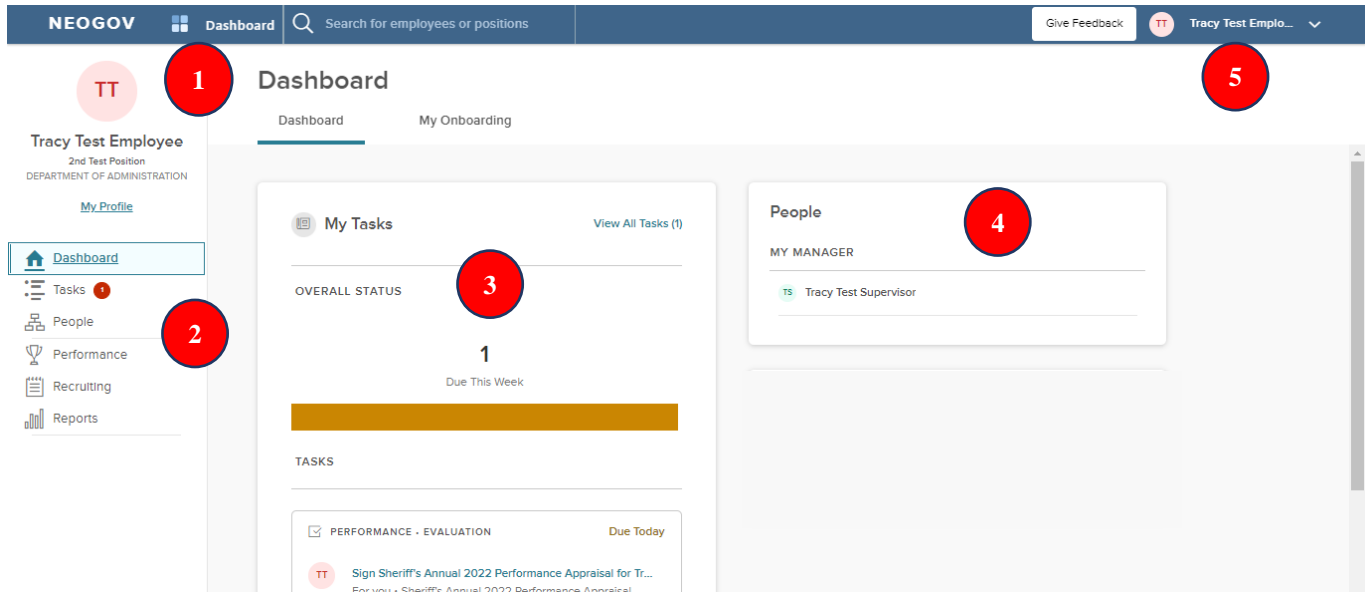
6. Once you have signed the review and selected, “**Submit**”, an “**Evaluation was acknowledged!**” banner appears at the top of your screen. The review is archived in the NEOGOV system which you may review it at any time in the future by going into the “My evaluations” section within the “Performance” menu of your dashboard.

PLEASE NOTE: Signing the review does not indicate that you agree with the contents, rather that you received and reviewed it. If you have any concerns about the contents, please contact the DOA Performance Development Team.

NEOGOV OVERVIEW

Navigating the Dashboard

Upon logging into *NEOGOV*, you arrive at your **Dashboard**. The dashboard is a central location from which all tasks can be completed.



1. **Dashboard Icon** – clicking here will return you to the dashboard from whichever screen you are on
2. **Dashboard Menu:** You may or may not see the following options depending on which NEOGOV modules you have access to:
 - a. **Dashboard** – returns you to your dashboard
 - b. **Tasks** – will bring you to a page with a filterable list of all your tasks
 - c. **People** – a page that displays an org. chart of your reporting structure
 - d. **Performance** – a page with helpful links related to your (past and current) performance review
 - e. **Recruiting** – this menu item will only appear if you have “Hiring Manager” or higher access in NEOGOV
 - f. **Reports** – various reports display depending on your access level in NEOGOV
3. **“My Tasks”:** Contains all tasks requiring your action
 - a. Color-coded boxes located within this section can be used to filter the various task types
4. **“People”** – indicates your supervisor and anybody who reports directly to you
5. **Your Name:** Access your NEOGOV profile, update your password, and sign out

My Tasks Menu

Any tasks that require your action appear in **“My Tasks”**; on this page, the tasks are not limited to performance development, but depending on your role, such as if you are a designated **“Hiring Manger”** in NEOGOV, all tasks will be listed on this page. You can filter by **“Product”** to narrow the results, or you can use the **“Performance”** (left) menu instead to access performance development specific tasks.

The screenshot shows the NEOGOV user interface for Tracy Joinson. The top navigation bar includes the NEOGOV logo, a 'Dashboard' dropdown, a search bar for employees or positions, a 'Give Feedback' button, and the user's name 'TRACY JOINSON'. The left sidebar contains a navigation menu with items: Dashboard, **Tasks** (highlighted with a red box and a '100+' badge), People, Performance, Recruiting, Reports, and Settings. The main content area is titled 'Tasks' and shows 'To Do (100+)' and 'Completed (194)'. A message box states: 'Only up to a 100 tasks can be displayed at a time. Complete tasks to load more.' Below this, a progress bar shows 114 Overdue tasks (orange) and 3 Due This Week tasks (yellow). Filter buttons for 'Due Date', **Product** (highlighted with a red box), and 'Task Type' are visible, along with a search bar. The 'Overdue (100)' section lists a task: 'ONBOARD - FORM' with a sub-task 'EM Sign off on the Temp Appt. Form' and a due date of 'Due 09/09/20'.

People Menu

This page will display all your direct reports- if you have any and your supervisor's name. You can click the name of the employee to be redirected to his/her *Talent Profile* page. Additionally, if the employee has any overdue tasks, you can click into the light red highlighted "Overdue Tasks" in his/her talent box and the list of overdue tasks will display. If there is a discrepancy in your reporting structure, please contact the Performance Development Unit in HR at DOA.performancedev@hr.ri.gov

The screenshot shows the NEOGOV user interface. At the top, there is a dark blue header with the NEOGOV logo, a 'Dashboard' dropdown, a search bar for employees or positions, a 'Give Feedback' button, and a user profile for TRACY JOINSON. On the left side, a navigation menu lists various options: Dashboard, Tasks (with a 100% indicator), People (highlighted with a red box), Performance, Recruiting, Reports, and Settings. The main content area is titled 'People' and includes sub-tabs for 'My Team', 'My Pre-hires', 'My Team's Tasks', 'Org Chart', and 'Employee List'. The 'My Team' tab is active, displaying two employee cards. The first card is for 'Tracy 2nd Test Employee' (ID T2) in a '2nd Test Position', with an 'Actions' dropdown. The second card is for 'NEOGOV Admin' (ID NA), 'CHIEF IMPLEMENTATION AIDE', with a red badge indicating '111 Overdue Tasks' and an 'Actions' dropdown. A search bar at the top right of the team view allows searching by name or position title.

Performance Menu

By selecting the “Performance” menu on the left, you will be brought to all activities related to your performance review.

1. Any current tasks that require your action appear in “My Tasks”. To **complete a task**, select the task link to be re-directed to the task.
2. “My Current Evaluation” – a link to your full evaluation with a status bar that displays where it is in the annual process

The screenshot shows the NEOGOV Performance menu. The left sidebar has the 'Performance' menu item highlighted with a red box. The main content area is divided into three tabs: 'Overview', 'My Evaluations', and 'Journal Hub'. The 'Overview' tab is active. It contains two main sections: 'My Tasks' and 'My Current Evaluation'. The 'My Tasks' section has a red circle with the number '1' and shows a task titled 'Sign Sheriff's Annual 2022 Performance Appraisal for Tracy Test Employee' due today. The 'My Current Evaluation' section has a red circle with the number '2' and shows the 'Annual 2022 Performance Appraisal' due on Monday, September 5, 2022. Below these sections is a 'Perform Links' section with links to 'Goal List' and 'Success Factor List'.

Switching to the “My Evaluations” tab while in the “Performance” menu will also provide a link to your detailed current performance review. Note that there is a drop-down menu that allows you to view any past performance evaluations you have done in NEOGOV. Once you complete this current cycle, this performance evaluation will be viewable when you select “completed” in the drop-down menu.

The screenshot shows the NEOGOV Performance menu with the 'My Evaluations' tab selected and highlighted with a red box. The 'My Evaluations' section has a dropdown menu with 'Active' selected, also highlighted with a red box. The 'Current (1)' section shows the 'Sheriff's Annual 2022 Performance Appraisal' due on Monday, Sep 5th 2022, with a status of 'Approval'. The 'Upcoming (0)' section shows 'No records available'.