

Park City

- Pay for performance philosophy
- Recent changes
- Performance evaluations
- The good, the bad and the *ugly*

Philosophy



Primary Types

Merit Pay Increase

Annual Bonus / Lump Merit


Instant Bonus








TrakStar


PERFORMANCE APPRAISAL SOFTWARE

 Task List 24

 My Info

 My Appraisals ▾

 My Notes

 DIANE FOSTER Self Appraisal Form

Annual Appraisal for DIANE FOSTER

Position Description
DEPUTY CITY MANAGER

[Manage Goals and Notes](#)

Send to Manager →



FOSTER, DIANE



Period: 3/17/2008 - 11/26/2012
Appraisal Due Date: 11/26/2012
Manager: Jolene Weston



▸ more

Job Duties and Standards - 360

The Job Duties and Standards section of the review should include a brief discussion on general job duties that can be captured in up to 3 sections. Use specific examples such as: major accomplishments, lessons learned, challenges and/or progress on development. DO NOT COPY AND PASTE YOUR JOB DESCRIPTION IN THIS AREA.

JDS - 1- 360

How well did you apply yourself to accomplishing the duties and responsibilities in your job description? How was your work quality and results? Explain.

N/A

Unsatisfactory

Marginal/Needs Improvement

Expected Performance

Exceeds Objectives

Exceptional

Performance Appraisal	Rating
Job Duties and Standards - 360	-
JDS - 1- 360	-
JDS - 2 - 360	-
JDS - 3 - 360	-
Individual Development Goals - 360	-
Individual 1 - 360	-
Individual 2 - 360	-
Individual 3 - 360	-
Department Goals and Projects - 360	-

Annual Review

Merit Pay Increase

Annual Bonus / Lump Merit

Moving within Pay Grade

Merit Pay Increase

Moving within Pay Grade

- **New hire maximum:** 65% of grade max
- **Working Level:** (80% of grade max) At full competency in your job.
- **Top of the Pay Grade:** Consistency demonstrates excellence two pay periods in a row.





Total check-ins per year:

Sections:

	Executive	Internal Services	Sustainability	Public Works	Recreation	Police	Community Development
	1	3	2	1	1	3	1
		Job Duties & Standards	Job Duties & Standards	Job Duties & Standards	Job Duties & Standards		Job Duties & Standards
	Goals 2.33%		Goals - 5%		Goals - 3%	Competencies & Goals - 5%	Goals - 5%
	Stretch Goals 2.33%	Stretch Goals 2.5%					
	Areas for Improvement 2.33%						
		Stretch "initiatives" 2.5%					
				Compentencies 5%	Compentencies 2%		
		Manager's Discretionary Bonus 2%	Manager's Discretionary Bonus 2%	Manager's Discretionary Bonus 2%	Manager's Discretionary Bonus 2%	Manager's Discretionary Bonus 2%	Manager's Discretionary Bonus 2%

Pay

Lump Merit Eligibility



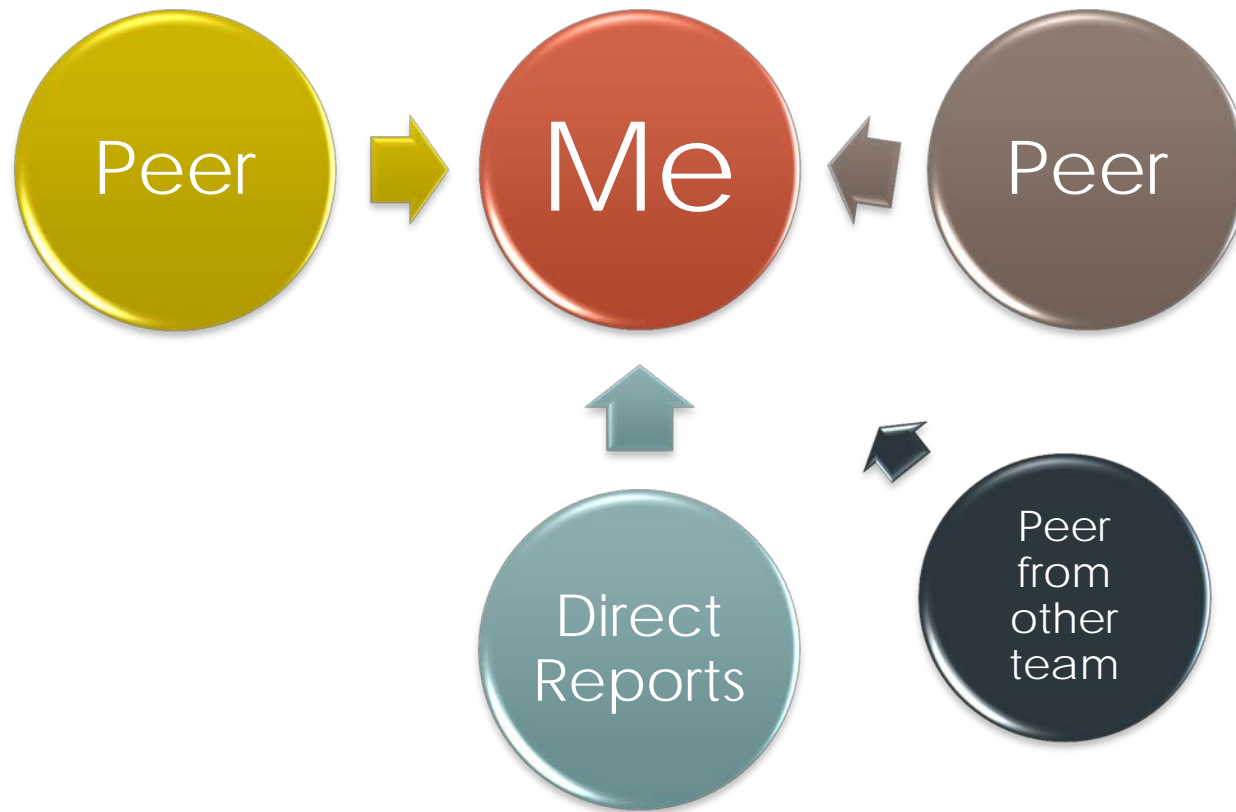
Total check-ins per year:

Sections:


Executive	Internal Services	Public Works
1	3	1
	Job Duties & Standards	Job Duties & Standards
Goals 2.33%		
Stretch Goals 2.33%	Stretch Goals 2.5%	
Areas for Improvement 2.33%		
	Stretch "initiatives" 2.5%	
		Competencies 5%
	Manager's Discretionary Bonus 2%	Manager's Discretionary Bonus 2%

Pay	Lump Merit
-----	------------










If you don't meet
expectations in
Job Duties & Standards,
you are not eligible for a
bonus.



Historical Challenge:
Bonus is part of Base Pay





YOU'VE GOT
A PROBLEM
WITH AVOIDING
PERSONAL
ACCOUNTABILITY

YA, AND
WHOSE
FAULT
IS THAT?





Is P4P why people want to come to work each day?



