



PAY FOR PERFORMANCE & LEADERSHIP DEVELOPMENT

Regular Board meeting

August 1, 2016

Performance Rollout Plan

We are transitioning to a Pay-for-Performance Strategy utilizing NEOGOV as the Performance Management tool.

Completed Tasks:

- A Project Implementation team was established
- Closeout 2015
- Act on the results of the Compensation Study

To Do:

- Begin the 2016 Performance process which includes:
 1. Mid-Year – Self/Manager
 2. Year end Review – Self/Manager
 3. Compensation Budget/Calibration
 4. Close out discussions with staff.
- Each phase will include a “toolkit” and related training.

This ongoing process will be highly interactive and require full support.



2016 Mid-Year

Simple abbreviated process in NEOGOV for the mid-year

Completion of an evaluation with the following information:

- Mid-year Performance Rating
 - Key Attributes
 - High Level Development Opportunities
 - Comments/Summary of performance.

What	Due
Employee/Manager Ratings	July
Leadership Review/Calibration	Aug

Performance Evaluation Rating

Saved Show Summary Print Submit

Overall Rating: Meets Standards / 3

Key Attributes 1 of 1

Key Attributes

Seeks out new assignments and assumes new duties as needed. Finds the root cause of a problem and implement a pragmatic solution Works effectively with colleagues and aids in teamwork Completes work in a timely manner


Development Opportunities 1 of 1

Development Opportunities

Continue to learn all aspects of HART Operations Spend more time in the field Need work on coming to work on time

Overall Ratings

Meets Standards



Leadership Development

- High-potential leaders identified
- Participated in customized leadership through USF
- Serve as advocates and champions for Agency change management and organizational development initiatives
- Cross-functionally share experience and serve as mentors within HART
- Participants are finalizing their capstone
- Program will be evaluated for success and possibly continued.

Leadership Competencies such as Communication, Giving/Receiving Feedback, and Coaching for Success are essential elements of a good pay for performance system.



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Leadership – Cont.

- Mid-Level Leadership Course
 - Operations Training & Development team offered a 3-day mid-level leadership course for aspiring leaders in the organization. This training was offered through CUTR
- Coming soon:
 - DiSC
 - In-depth Needs Assessment for 2017 planning

Total Rewards Strategy

