



# **PAY FOR PERFORMANCE & LEADERSHIP DEVELOPMENT**

Update on 2016 initiatives, including progress to date and upcoming timeline.

# 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 Key Attributes 1 of 1

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 Development Opportunities 1 of 1

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

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# 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

