

Pay for Performance Best Practice

Organization: Metro Regional Government

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The Metro Regional Government employs between 1,000-4,999 employees, in three counties, and serves between 1 million – 3 million individuals. This agency's pay for performance program is an offshoot of the Metro's Performance Evaluation Program.

Only employees who have reached the top of their salary range, worked at least six months in the top of their salary range and receive a good performance evaluation are eligible for a bonus.

The evaluation program is based on the following scale: Consistently Exceeds Standards and Expectations (CE), Consistently Meets and Frequently Exceeds Expectations (CM/FE), Meets/Sometimes Exceeds Standards and Expectation (M/SE) and Need Development/Improvement (N/DI). Employees who earn the rating of CE or CM/FE are eligible for an award.

Awards are given as lump sum bonuses that are not added to base pay. Employees that meet all the criteria and received a rating of CE get \$1000 and those that receive CM/FE get \$700.

Goals and Objectives:

The goal of the following program is to reward employees for excellent service to the Oregon Zoo and Metro's Regional Parks and Greenspaces programs, and to further develop an environment whereby employees seek to improve the Oregon Zoo and Regional Parks and Greenspaces programs. The foundation for the program is based upon Metro's Performance Evaluation Program (PEP).

In furtherance of these goals and objectives the parties added language to the 2006-2010 collective bargaining agreement, Article 10 – Wages. Article 10.2 provides:

“Wages listed in schedules “A” and “B” shall be considered minimum wages. Metro may pay wages in excess of those listed, implement a bonus or incentive program and/or otherwise compensate employees at the sole discretion of Metro.”

Eligible Employees:

Employees that have reached the top step in their salary range are eligible for a bonus, provided the employee has worked at least six (6) months at the top step of the salary range. (i.e. the employee must have been paid at the top step in the range, on or before June 30 of the evaluation year (January 1 – December 31, 200_)).

For a 2006 award, an employee must have served a minimum of 18 months in his/her current classification by December 31, 2006.

Basis for Award:

Metro's Performance Evaluation Program (PEP) has the following rating scale.

- Consistently Exceeds Standards and Expectations (CE)
- Consistently Meets and Frequently Exceeds Expectations (CM/FE)
- Meets/Sometimes Exceeds Standards and Expectation (M/SE)
- Need Development/Improvement (N/DI)

Employees rated in the CE or CM/FE categories are eligible for an award.

Award Type: Lump Sum Bonus

This award is granted for individual performance, and is not added to base pay. An employee must earn an award each year.

Award Amount:

CE	\$ 1,000
CM/FE	\$ 700

Payment:

Payment of the bonus will occur on the March 10 or March 25, 2007 paycheck. The bonus is subject to customary withholding.