

RANCHO MURIETA COMMUNITY SERVICES DISTRICT

Category:	Personnel	Policy # 2012-08
Title:	Pay for Performance Program	

PURPOSE

Rancho Murieta Community Services District developed a Pay for Performance Program that recognizes the quality of an unrepresented employee's performance on the job. This policy provides the guidelines for the Pay for Performance Program.

PAY FOR PERFORMANCE PROGRAM GUIDELINES

The main components of the Pay for Performance Program (Program) are competitive base pay and benefits, salary increases based on level of performance and special incentives for unusual achievements. The District, like most public agencies, has limited funds and wants to use those funds in the best possible manner. This program is not intended to punish employees in any way but rather reward those employees that contribute most to the District.

The Program will be revised when it is apparent that elements of the program are not supporting the objective of rewarding employees for creativity, innovation, teamwork, productivity, and quality. The hope of this Program is for the customers of the District to benefit by receiving the highest quality, most cost effective service possible and that employees will be rewarded appropriately for their additional effort.

Approved Rancho Murieta Community Services District Board of Directors	Adopted July 18, 2012
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