Pay for Performance
Nicollet County

Mission Statement
Providing efficient services with innovation and accountability.


Vision Statement
Setting the standard for providing superior and efficient county government services through leadership, accountability and innovation to a growing and diverse society.
If your not paying for performance than what are you paying for?

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Background

- Comp Study
- 6 steps – open range
- Three years
- Eliminated all Steps

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2016 Increases

- 2.5% market adjustment
- 0-6% increases
- 3.5% average overall increase
- No automatic increases
- Top of scale – market adjustment amt only

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Goals

Strategic Plan – County Goals

Department Goals – set annually

Employee Goals

Open discussion

Most Goals should come from employee

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Performance Competencies

Staff
- 30 of 100 points for Goals
- Job Execution
- Communications
- Service
- Initiative & Dependability
- Teamwork
- Professional Conduct/Integrity

Leadership
- 70 of 125 points for Goals
- Same as non-Leadership PLUS:
  - Leadership
  - Staff Development and Motivation
  - Resource/Project Mgmt

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## Ratings

<table>
<thead>
<tr>
<th>Performance Rating:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Exceeds Expectations (EX):</strong> Employee has demonstrated proficiency, achieved exceptional accomplishments, and made a significant contribution to the success of the work unit and/or organization. Employee is viewed as a role model to others.</td>
</tr>
<tr>
<td><strong>Meets Expectations (ME):</strong> The employee’s performance generally and consistently meets the standards and expectations for the job. Employee demonstrates the required knowledge, skills, and commitment for the job. Results achieved include accomplishments that make a strong contribution to the success of the work unit. Employee is counted upon to complete assignments correctly and on-time.</td>
</tr>
<tr>
<td><strong>Needs Improvement (NI):</strong> The employee’s performance is consistently below expectations or requirements. The employee possesses some of the necessary knowledge and skills required for the job, but requires additional training or commitment in order to perform the work at a level that meets expectations. The employee’s performance might be improved through development, experience, and/or application.</td>
</tr>
<tr>
<td><strong>Unsatisfactory (U):</strong> The employee does not possess the necessary skills to perform the job.</td>
</tr>
</tbody>
</table>

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# Pay for Performance Matrix

## Staff

<table>
<thead>
<tr>
<th>Rating</th>
<th>Performance Eval Total Points</th>
<th>Recommended Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceeds Expectations (higher end)</td>
<td>96-100</td>
<td>6%</td>
</tr>
<tr>
<td>Exceeds Expectations (middle)</td>
<td>92-95</td>
<td>5.00% - 5.75%</td>
</tr>
<tr>
<td>Exceeds Expectations (lower end)</td>
<td>88-91</td>
<td>4.00% - 4.75%</td>
</tr>
<tr>
<td>Meets Expectations (higher end)</td>
<td>81-88</td>
<td>3.25% - 3.75%</td>
</tr>
<tr>
<td>Meets Expectations (middle)</td>
<td>74-80</td>
<td>2.00% - 3.00%</td>
</tr>
<tr>
<td>Meets Expectations (lower end)</td>
<td>66-73</td>
<td>1.25% - 1.75%</td>
</tr>
<tr>
<td>Needs Improvement</td>
<td>38-65</td>
<td>0% - 1%</td>
</tr>
<tr>
<td>Unsatisfactory</td>
<td>0-37</td>
<td>0%</td>
</tr>
</tbody>
</table>

## Leadership

<table>
<thead>
<tr>
<th>Rating</th>
<th>Performance Eval Total Points</th>
<th>Recommended Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceeds Expectations (higher end)</td>
<td>118-125</td>
<td>6%</td>
</tr>
<tr>
<td>Exceeds Expectations (middle)</td>
<td>111-117</td>
<td>5.00% - 5.75%</td>
</tr>
<tr>
<td>Exceeds Expectations (lower end)</td>
<td>104-110</td>
<td>4.00% - 4.75%</td>
</tr>
<tr>
<td>Meets Expectations (higher end)</td>
<td>97-103</td>
<td>3.25% - 3.75%</td>
</tr>
<tr>
<td>Meets Expectations (middle)</td>
<td>89-96</td>
<td>2.00% - 3.00%</td>
</tr>
<tr>
<td>Meets Expectations (lower end)</td>
<td>81-88</td>
<td>1.25% - 1.75%</td>
</tr>
<tr>
<td>Needs Improvement</td>
<td>63-80</td>
<td>0% - 1%</td>
</tr>
<tr>
<td>Unsatisfactory</td>
<td>0-62</td>
<td>0%</td>
</tr>
</tbody>
</table>

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Lessons Learned/Considerations

- Teamwork and Accountability Critical
- Training
- Performance Evaluation Tool
- Feedback from Leadership
- Meeting with all staff

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