



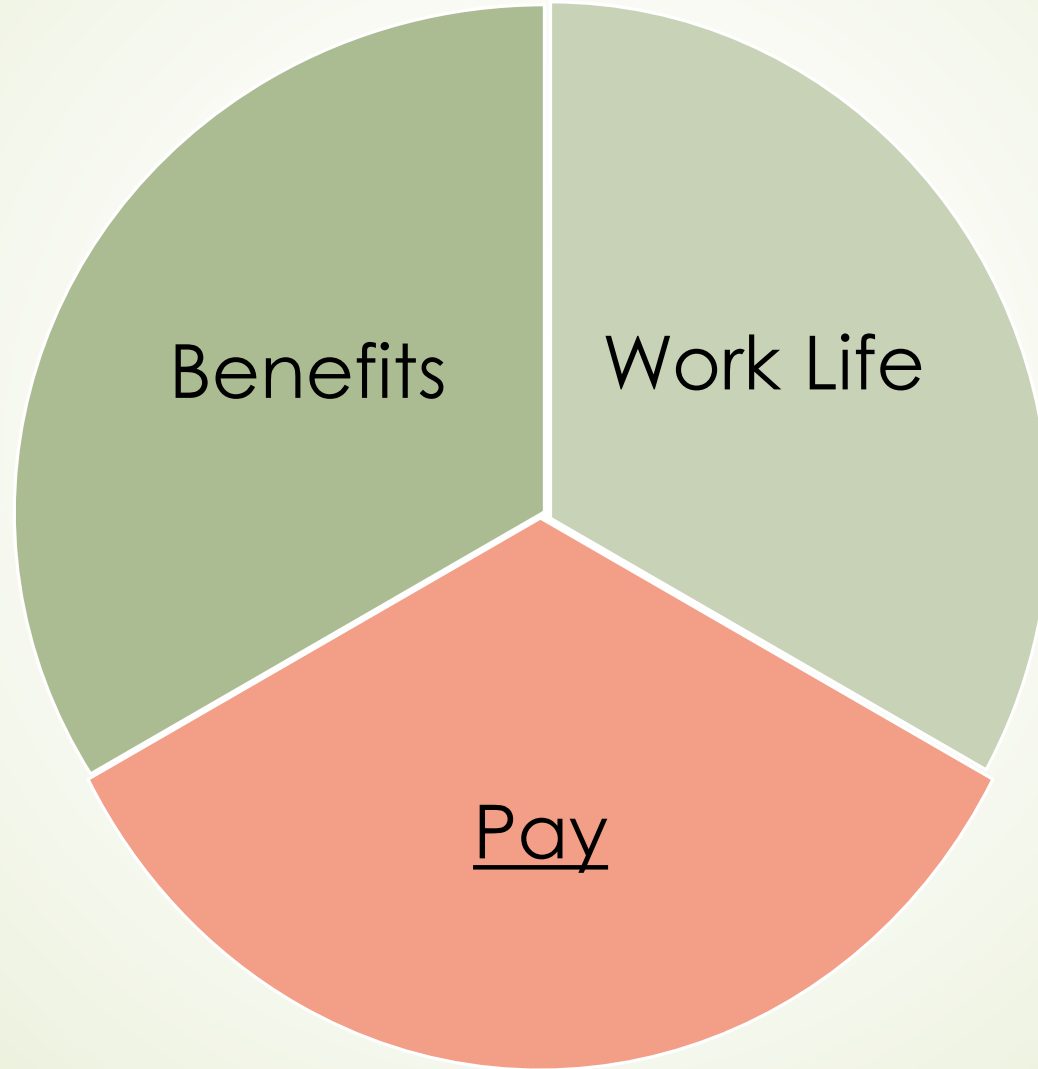
# PRC Total Rewards Policy

Presented by the Cuyahoga County Personnel Review Commission

# WHY NEW POLICY?

- Charter
  - to “ensure pay equity”
  - to “administer employment system based on merit & fitness” (*not longevity*)
- Request: draft model based on equity study recommendations – as a pilot

# TOTAL REWARDS POLICY



## POLICY OBJECTIVES

- Philosophy: recruit, retain, develop, reward exceptional workforce
- Target rate vs. midpoint
- Total rewards strategy: competent employees within 10% of target rate
- Consistency, flexibility, internal & external equity
- Link pay to merit and fitness

# POLICY COMPONENTS


- Initial Pay
- Pay based on qualifications, performance
  - Promotions/Demotions
  - Transfers
  - Temporary Assignments
  - Reclassifications
- Pay for Performance

# INITIAL PAY GUIDELINES

- Minimally qualified applicant?
  - Up to 75% of target rate
- Exceptionally qualified?
  - Up to 100% of target rate

# PAY FOR PERFORMANCE GUIDELINES

- (COLA only if Executive awards it)
- Performance ratings on 5 point scale
  - Does not meet expectations – no increase
  - Meets expectations – up to 1 step if below target rate
  - Exceeds expectations – up to 1 step increase OR bonus depending on where employee is in grade
  - Substantially exceeds expectations – up to 1 step increase AND bonus up to 1 step ( or all bonus)

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- Thank you for the opportunity to present this information to you today!
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