

ADVISORY GROUP ON Civil Service and Employee Benefits

PROPOSAL #: AGCS # 44

SUBJECT: Pay adjustment

DATE ADOPTED BY ADVISORY GROUP: November 23, 2009

COMMISSION ACTION: _____ DATE: _____

RECOMMENDATION: The State Civil Service Commission should consider carefully whether an employee whose annual performance review shows he or she "meets expectations" should be eligible for any pay increase which purports to be based on meritorious service or performance.

| Summary Description/Nature of Change | Key/Implementation Responsibilities | Need | Action Needed | Benefit/Saving | Done/ Study |
|---|--|---|----------------------|--|--------------------|
| The State Civil Service Commission should consider carefully whether an employee whose annual performance review shows he or she "meets expectations" should be eligible for any pay increase which purports to be based on meritorious service or performance. | State Civil Service Commission | To ensure that performance-based pay raises are granted only to those whose performance goes beyond the minimum effort and competence expected. | Rule change | Accurate labeling of compensation increases given to state employees | |