

State of California

MEMORANDUM

Date: February 15, 1994
Reference Code: 94-09

To: PERSONNEL MANAGEMENT LIAISONS

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Employee Relations Officers
Personnel Officers

From: Department of Personnel Administration
Labor Relations Division
1515 "S" Street, North Building, Room 400
Sacramento, CA 95814

Subject: Supervisory Pay-for-Performance Program

As you are aware, the Governor recently announced a performance-based pay system for State managerial employees (Management Memo 93-80) as well as the need to implement a similar program for supervisors on January 1, 1995.

Under this program, each supervisor's work performance will be reviewed to determine what, if any, performance pay incentive may be appropriate. The Department of Personnel Administration (DPA) is currently developing the details of this program in conjunction with various departments. We have also noticed supervisory organizations asking for their input and recommendations. We anticipate this program to be fully developed by this fall. While the specifics of this program are still being developed, it is clear to everyone involved that, at a minimum, each department needs to have an effective performance appraisal system in place as soon as possible so the performance information can be used in the supervisors' salary review in January, 1995.

If you have any questions regarding this matter, or would like to assist us in our developmental efforts, call Richard Leijonflycht, Policy Development Officer, DPA Policy Division, at (916) 324-9350, CALNET 454-9350.



Rick McWilliam, Chief
Labor Relations Division