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**Human Resources Department**  
**100 N. Appleton Street**  
**Appleton, WI 54911**  
**Phone: (920) 832-6455**  
**Fax: (920) 832-5845**

May 9, 2014

Chairperson Konetzke and Human Resource Committee Members

Re: 2013 Pay for Performance (P4P) Data

Dear Chairperson Konetzke and Human Resources Committee Members:

I wanted to share some data related to the 2013 Pay for Performance plan that was put into place for non-represented employees to give you all some perspective on the newly adopted pay plan. Our initial data shows the following:

237 Employees were over the Control Point (Market)

|   |                     |
|---|---------------------|
| 13 of those employees (5.5%) received a score of "below target"           | (0% P4P adjustment) |
| 76 of those employees (32%) received a score of "on target"               | (0% P4P adjustment) |
| 108 of those employees (45.6%) received a score of "above target"         | (1% P4P adjustment) |
| 39 of those employees (16.5%) received a score of "exemplary"             | (2% P4P adjustment) |
| 1 of those employees (.4%) was a late year new hire and received no score | (0% P4P adjustment) |

162 Employees were under the Control Point (Market)

|  |                     |
|--|---------------------|
| 6 of those employees (3.7%) received a score of "below target"             | (0% P4P adjustment) |
| 55 of those employees (34%) received a score of "on target"                | (1% P4P adjustment) |
| 66 of those employees (40.7%) received a score of "above target"           | (2% P4P adjustment) |
| 30 of those employees (18.5%) received a score of "exemplary"              | (3% P4P adjustment) |
| 5 of those employees (3.1%) were late year new hires and received no score | (0% P4P adjustment) |

All of the non-represented employees were eligible for a 2% general pay adjustment provided their performance was on-target.

101 employees did not receive any P4P for a total increase of 2% (general pay adjustment only)

163 employees received an additional 1% P4P for a total increase of 3%

105 employees received an additional 2% P4P for a total increase of 4%

30 employees received an additional 3% P4P for a total increase of 5%

69 employees out of 399 were rated as "exemplary" (17.3%)

174 employees out of 399 were rated as "above target" (43.6%)

131 employees out of 399 were rated as "on target" (32.8%)

19 employees out of 399 were rated as "below target" (4.8%)

6 employees out of 399 were not rated (new hires) (1.5%)

Sincerely,

Sandy Behnke

HR Director

City of Appleton