



"...meeting community needs...enhancing quality of life."

**Human Resources Department**  
**100 N. Appleton Street**  
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**Phone: (920) 832-6455**  
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March 17, 2017

Chairperson Konetzke and Human Resource Committee Members

Re: 2016 Pay for Performance (P4P) Data

Dear Chairperson Konetzke and Human Resources Committee Members:

Below is the P4P recap for 2016 (I have also attached the 2015, 2014 and 2013 recap for comparison):

257 Employees were over the Control Point (Market)

0 of those employees (0.0%) received a score of "below target"	(0% P4P adjustment)
44 of those employees (17.1%) received a score of "on target"	(0% P4P adjustment)
147 of those employees (57.2%) received a score of "above target"	(.50% P4P adjustment)
65 of those employees (25.3%) received a score of "exemplary"	(1.0% P4P adjustment)
1 of those employees (.40%) was a late year new hire and received no score	(0% P4P adjustment)

164 Employees were under the Control Point (Market)

0 of those employees (0.00%) received a score of "below target"	(0% P4P adjustment)
29 of those employees (17.7%) received a score of "on target"	(.50% P4P adjustment)
84 of those employees (51.2%) received a score of "above target"	(1.0% P4P adjustment)
31 of those employees (18.9%) received a score of "exemplary"	(1.50% P4P adjustment)
20 of those employees (12.2%) were late year new hires and received no score	(0% P4P adjustment)

All of the non-represented employees were eligible for a 2.0% general pay adjustment provided their performance was on-target.

65 employees did not receive any P4P for a total increase of 2.0% (general pay adjustment only)

176 employees received an additional .50% P4P for a total increase of 2.50%

149 employees received an additional 1.00% P4P for a total increase of 3.00%

31 employees received an additional 1.50% P4P for a total increase of 3.50%

96 employees out of 421 were rated as "exemplary" (22.8%)

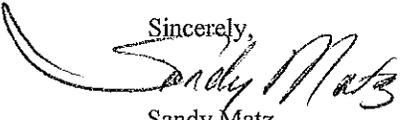
231 employees out of 421 were rated as "above target" (54.9%)

73 employees out of 421 were rated as "on target" (17.3%)

0 employees out of 421 were rated as "below target" (0.0%)

21 employees out of 421 were not rated (new hires) (5.0%)

Sincerely,

  
Sandy Matz  
HR Director  
City of Appleton



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June 8, 2016

Chairperson Konetzke and Human Resource Committee Members

Re: 2015 Pay for Performance (P4P) Data

Dear Chairperson Konetzke and Human Resources Committee Members:

Below is the P4P recap for 2015 (I have also attached the 2014 and 2013 recap for comparison):

247 Employees were over the Control Point (Market)

7 of those employees (2.4%) received a score of “below target”	(0% P4P adjustment)
54 of those employees (22%) received a score of “on target”	(0% P4P adjustment)
128 of those employees (52%) received a score of “above target”	(1.00% P4P adjustment)
54 of those employees (22%) received a score of “exemplary”	(2.00% P4P adjustment)
4 of those employees (1.6%) was a late year new hire and received no score	(0% P4P adjustment)

159 Employees were under the Control Point (Market)

10 of those employees (6.3%) received a score of “below target”	(0% P4P adjustment)
31 of those employees (19.5%) received a score of “on target”	(1.00% P4P adjustment)
75 of those employees (47.2%) received a score of “above target”	(2.00% P4P adjustment)
30 of those employees (18.9%) received a score of “exemplary”	(3.00% P4P adjustment)
13 of those employees (8.1%) were late year new hires and received no score	(0% P4P adjustment)

All of the non-represented employees were eligible for a 1.5% general pay adjustment provided their performance was on-target.

88 employees did not receive any P4P for a total increase of 1.5% (general pay adjustment only)

159 employees received an additional 1.00% P4P for a total increase of 2.50%

129 employees received an additional 2.00% P4P for a total increase of 3.50%

30 employees received an additional 3.00% P4P for a total increase of 4.50%

84 employees out of 406 were rated as “exemplary” (20.7%)  
203 employees out of 406 were rated as “above target” (50.0%)  
85 employees out of 406 were rated as “on target” (20.9%)  
17 employees out of 406 were rated as “below target” (4.2%)  
17 employees out of 406 were not rated (new hires) (4.2%)

Sincerely,

Sandy Behnke  
HR Director  
City of Appleton



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May 1, 2015

Chairperson Konetzke and Human Resource Committee Members

Re: 2014 Pay for Performance (P4P) Data

Dear Chairperson Konetzke and Human Resources Committee Members:

Last year I shared the 2013 P4P data to give you all some perspective on the recently adopted pay plan (attached). Below is the P4P recap for 2014:

254 Employees were over the Control Point (Market)

13 of those employees (5%) received a score of “below target”	(0% P4P adjustment)
41 of those employees (16%) received a score of “on target”	(0% P4P adjustment)
133 of those employees (52.4%) received a score of “above target”	(0.88% P4P adjustment)
65 of those employees (25.6%) received a score of “exemplary”	(1.75% P4P adjustment)
2 of those employees (1%) was a late year new hire and received no score	(0% P4P adjustment)

160 Employees were under the Control Point (Market)

9 of those employees (5.6%) received a score of “below target”	(0% P4P adjustment)
39 of those employees (24.4%) received a score of “on target”	(0.88% P4P adjustment)
63 of those employees (39.3%) received a score of “above target”	(1.75% P4P adjustment)
38 of those employees (23.8%) received a score of “exemplary”	(2.63% P4P adjustment)
11 of those employees (6.9%) were late year new hires and received no score	(0% P4P adjustment)

All of the non-represented employees were eligible for a 1.5% general pay adjustment provided their performance was on-target.

76 employees did not receive any P4P for a total increase of 1.5% (general pay adjustment only)

172 employees received an additional .88% P4P for a total increase of 2.38%

128 employees received an additional 1.75% P4P for a total increase of 3.25%

38 employees received an additional 2.63% P4P for a total increase of 4.13%

103 employees out of 399 were rated as “exemplary” (24.9%)  
196 employees out of 399 were rated as “above target” (47.3%)  
80 employees out of 399 were rated as “on target” (19.3%)  
22 employees out of 399 were rated as “below target” (5.3%)  
13 employees out of 399 were not rated (new hires) (3.2%)

Sincerely,

Sandy Behnke  
HR Director  
City of Appleton



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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