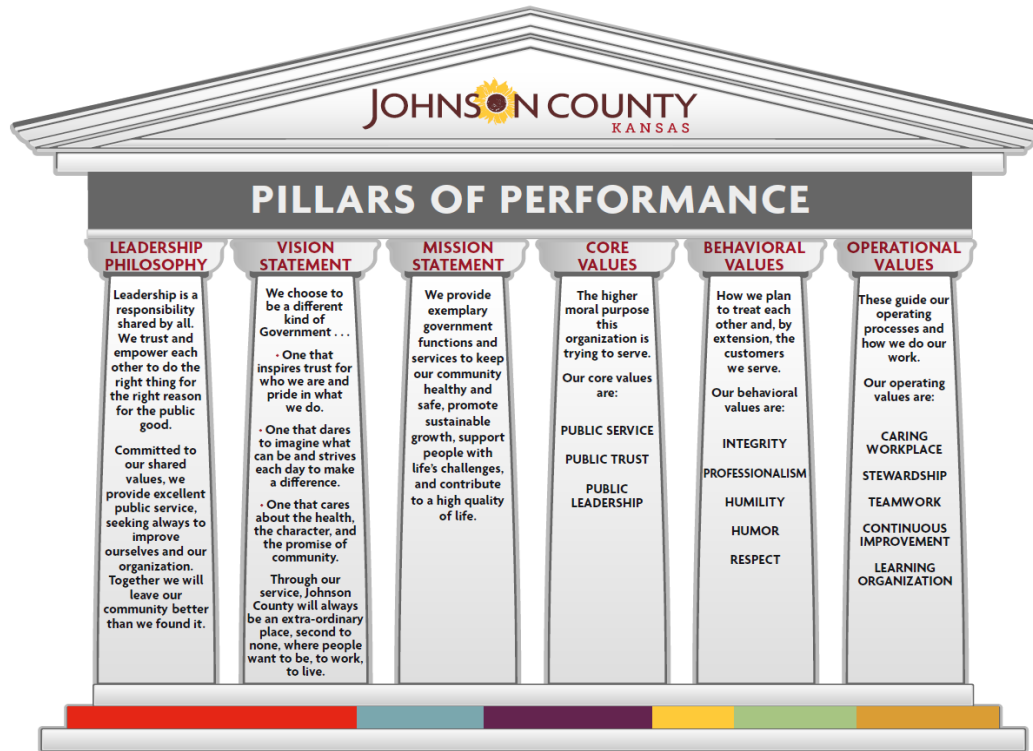




Rewards for Performance

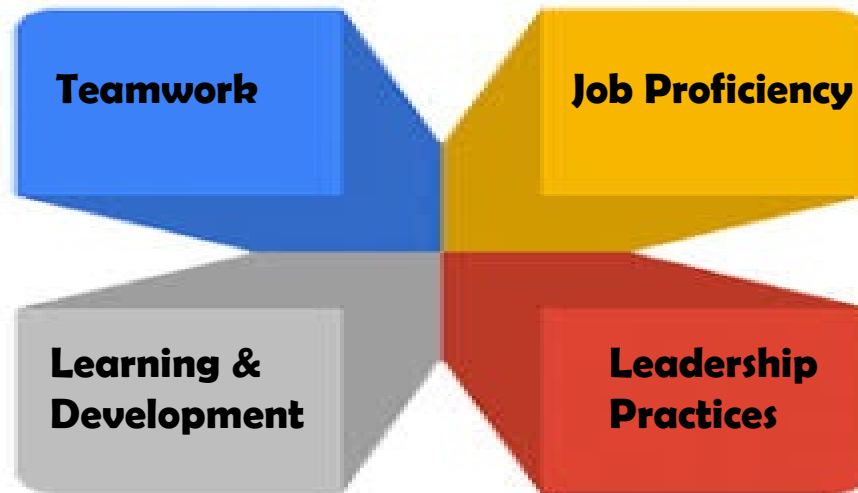
# Rewards Charter

To Develop a “Reward for Performance” system,  
 separate from Employee Performance Management,  
 that reinforces our Pillars of Performance



# Rewards Program Design

- Emphasis on Four Components
- Departments Responsible for Assigning Pay Increases
- Opportunity to Reward Highest Performers



## Rewards for Performance Framework

As Johnson County Government continuously strives to be a Higher Performing Organization, we are dedicated to honoring our Pillars of Performance by empowering employees and creating a culture of continuous improvement and collaboration. With this in mind, the following framework provides key questions employees and supervisors should apply when considering contributions and rewards. For each question, an employee should ask, “How can I or How do I...” Likewise, supervisors should ask, “How does this employee...” Thoughtful consideration of the answers to these questions combined with observable performance throughout the year provide important input into how rewards are determined.

### Teamwork

*A culture of teamness is one outcome of consistently living the Pillars at work. It is important for diverse individuals to come together as one unit, working collaboratively to meet the needs of those we serve.*

- ...take ownership for the success and challenges of the team?
- ...collaborate to achieve the goals of the team?
- ...act as an integral part of the team by uplifting and encouraging others?
- ...understand how my (their) work impacts others in the department/agency?
- ...improve morale? Have a strong positive attitude and positively impact the attitude of others?

### Job Proficiency

*Each department/agency in Johnson County serves the community in a unique way. It is important that employees have and apply relevant knowledge, skills and abilities to their producing high quality work as efficiently as possible.*

- ...demonstrate knowledge, skills and abilities to get the job done efficiently and at the highest level?
- ...consistently identify and bring ideas forward?
- ...always deliver excellent customer service?
- ...consistently work to identify potential improvements in the workplace?
- ...come to PPD Check-In's prepared to openly discuss my (their) ideas, barriers, challenges, and progress since the last Check-In?



### Learning & Development

*As a learning organization that strives towards continuous improvement, everyone is expected to reach their highest levels of performance and to grow their capabilities.*

- ...frequently seek, welcome, and excel in development opportunities and/or certification programs as applicable?
- ...show I/they can be trusted with a critical or stretch assignment?
- ...produce excellent results due to my/their experience, education, and continual efforts for growth and development?
- ...mentor and/or teach others? Share knowledge, expertise and new learning to help other people do their jobs better?

### Leadership Practices

*As the County's Leadership Philosophy states, "Leadership is a responsibility shared by all. We trust & empower each other to do the right thing for the right reason for the public good. Committed to shared values, we provide excellent public service, seeking always to improve ourselves and the organization. Together, we will leave our community better than we found it."*

- ...demonstrate dependability to do the right thing, even when no one is looking?
- ...display positive leadership practices in my/their workgroup and/or assignments?
- ...champion and display the core, behavioral and operational values as outlined in the Pillars of Performance?
- ...demonstrate initiative? Seek ways to help? Take action?
- ...demonstrate leadership? See what needs to be done and influence others to pitch in and get results?

# JCPRD Rewards Tool

- Emphasis on Four Components
- Departments Responsible for Assigning Pay Increases
- Opportunity to Reward Highest Performers

[Rewards for Performance Assessment](#)





**JOHNSON COUNTY**  

---

**Park & Recreation  
District**