



Performance Management Confirmation

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Presentation to the Washington State
Gambling Commissioners

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What It Is



- ◆ Allowed by Civil Service Rules.
- ◆ Provides recognition awards to employees who exceed the expectations of their positions.
- ◆ One more tool for our supervisors to use in recognizing the excellent work of our employees.

Who Is Eligible?

- ◆ Exempt Service Employees
- ◆ Washington Management Service Employees
- ◆ Washington General Service Employees



Eligible Employees

- ◆ This includes every type and classification of employee from our Special Agents, Fiscal staff, Customer Service Specialists, Program Managers, Information Technology Specialists, and Supervisors.



What Is Allowed

- ◆ The Civil Service Rules allow four types of recognition awards for employees:
 - Lump Sum Recognition Pay
 - Lump Sum Recognition Leave
 - Accelerated Periodic Increment Date (PID)
 - Use performance as a consideration in layoff





What It Isn't

- ◆ An entitlement program.
- ◆ A way to provide “raises” to employees.
- ◆ Additional compensation for employees that simply meet the expectations of their position.



How We Will Use

- ◆ Employees will be eligible for awards at one of two levels.
- ◆ Tier 1
 - Exceeding key results expected and key competencies identified in PDP.
 - Demonstrating outstanding performance results and/or achievements.



How We Will Use

- ◆ Tier 2
 - Meet all the criteria in Tier 1, and
 - Demonstrate extraordinary performance or leadership, or
 - Proactively identify and resolve issues with significant impact, or
 - Make recommendations to accomplish what others did not think of or thought could not be done.

Our Awards And Criteria

- ◆ Because of the state of the budget, DOP is currently only allowing agencies to award leave.
- ◆ We will initially award recognition leave.
- ◆ Leave
 - Tier 1: 3 days
 - Tier 2: 5 days



Our Awards And Criteria

- ◆ Once allowed, we will use monetary awards.
- ◆ Monetary Award
 - Tier 1: \$500
 - Tier 2: \$1,000
- ◆ While the use of monetary awards is currently not allowed, we plan to utilize them as soon as we are able.





Our First Year



- ◆ Using 2009 expectations as a “trial run.”
- ◆ 2010 expectations for 2011 awards.
- ◆ Learn from the experiences (good and bad) of the agencies who have gone before us (DFI, Lottery, DVA, SIB, CTED, HFC, and AGO).



What DOP Says



- ◆ We are ready.
 - Employee Readiness Survey results are high.
- ◆ Can see Agency Leadership is supportive.
- ◆ They have approved our preliminary application and are supportive of our intent to move forward.



Moving Forward

- ◆ The recommendation by the Performance Management Confirmation team and Agency Leadership is to move forward.
- ◆ Our employee readiness survey results show staff is confident.
- ◆ I am asking for the Commission's support and approval as well.



Any Questions?



If you have questions, please contact:

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or any member of the PMC Team.