

Performance Based Pay System

The City of Olathe's Performance Management System drives employee pay. The system is designed to establish goals which impact the employee's job performance, measure success toward stated goals, provide communication and feedback, and then reward and recognize the success of the individual.

Employee contributions are rated against the City's Values on a three point scale. The rating categories are:

Rating	Definition
Strategic	Performance is substantially above expectations. The employee has contributed to the City and Department to a significant degree. The employee produces the highest quality work that is consistently reliable and is often completed in advance of deadlines. The employee demonstrates outstanding initiative, anticipates and solves problems and takes appropriate empowered actions. Requires little or no supervision.
Valued	Performance meets expectations. The employee may at times perform more than is expected. The employee produces quality work that is usually reliable and priorities are completed by deadlines. The employee follows routine plans, shows initiative at times, routinely handles problems as situations occur, and takes authorized actions. At times, will anticipate actions needed in advance. Requires occasional to routine supervision.
Needs Improvement	Performance is below expectations. The employee did not achieve all objectives. The employee requires close supervision and there is a definite need for a performance improvement plan.