



CITRUS HEIGHTS WATER DISTRICT PAY FOR PERFORMANCE SYSTEM

2023 Evaluation Period – effective pay date 1/18/2024

Performance Rating	Unsatisfactory	Needs Improvement	Meets Expectations	Meets Expectations Plus	Commendable	Commendable Plus	Exceptional
	Employee does not meet job requirements and/or responsibilities.	Job performance is below expectations and improvement is needed.	Job performance generally meets all requirements and/or responsibilities and is within expectations.		Job performance consistently meets and frequently exceeds expectations. Job performance is above average.		Employee far exceeds expectations, even on most complex duties. Job performance is exemplary and distinguished.
Merit Adjustment	0%	0%	0%	1.75%	2%	2.25%	2.5%
One-time Rewards and Recognition Amount	<i>Executive Staff</i>						
	\$0	\$0	\$0	\$250	\$1750	\$1975	\$2275
	<i>Supervisors</i>						
	\$0	\$0	\$0	\$500	\$2000	\$2250	\$2750
	<i>All Staff</i>						
	\$0	\$0	\$0	\$750	\$2250	\$2500	\$3000