

Compensation Strategies

| Toolbox | Strategy | Cumulative Budget Limit 2% of PS | Cumulative Employee Limit 10% of base | Performance Requirement (for employees that are required to have an evaluation) | Approval Authority | Minimum Eligibility | Strategy Limit |
|------------------------|--|-------------------------------------|--|---|---|---|---|
| Executive | Merit (Legislative) | TBD | TBD | TBD | Legislature | Eligibility to be defined by Governor's Office or Legislature | TBD |
| ADOA HR | Criteria Based Adjustment (e.g. step plan) | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | ADOA | • Uncovered and covered | Determined by market research |
| ADOA HR | Conditional Pay Supplement (i.e. stipends) | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | ADOA | • Uncovered • Covered (depending on type of conditional pay supplement) | Determined by market research |
| ADOA HR | Referral Incentive | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | ADOA | • Uncovered • Executive level positions that are responsible for recruiting or hiring functions, employees in a direct line reporting relationship to the referred employee, and family members are not eligible | Up to \$1,000/referral; \$3,000/EE/FY |
| ADOA HR | Hiring Incentive | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | ADOA | • Uncovered | Up to \$5,000 |
| ADOA HR | Market Adjustment | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | ADOA | • Uncovered and covered | Determined by market research |
| Agency - Individual | Counter Offer | <input type="checkbox"/> | <input type="checkbox"/> | Overall "Exceeds Expectations" (MAP rating 2.5 or greater) - may be waived by Agency Director | Agency | • Uncovered • Verified job offer | Varies by offer |
| Agency - Individual | In-Grade Adjustment | <input type="checkbox"/> | <input type="checkbox"/> | Overall "Exceeds Expectations" (MAP rating 2.5 or greater) - may be waived by Agency Director | Agency | • Uncovered • Change in Duties (remain in same class), Professional Development, Retention, or Performance | Up to midpoint, higher w/ documentation |
| Agency - Variable | Spot Incentive (Pay Code 730) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Overall "Meets Expectations" (MAP rating 2.0 or greater) - may not be waived | Agency | • Uncovered; covered if CO, CCO, or Full Authority Peace Officer • Not involuntarily demoted during previous six months • No formal disciplinary actions during previous six months | Up to 5% of base salary/EE/FY |
| Agency - Variable | Goal-Based Incentive (Pay code 790) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Overall "Meets Expectations" (MAP rating 2.0 or greater) - may not be waived | Agency | • Uncovered; covered if CO, CCO, or Full Authority Peace Officer • Not involuntarily demoted during previous six months • No formal disciplinary actions during previous six months | Up to 5% of base salary/EE/FY |
| Agency - Variable | Merit-Based Incentive (Pay Code 788 or 789) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Overall "Meets Expectations" (MAP rating 2.0 or greater) - may not be waived | Agency | • Uncovered; covered if CO, CCO, or Full Authority Peace Officer • Not involuntarily demoted during previous six months • No formal disciplinary actions during previous six months | Up to 7%/ up to 30% of EEs |
| Agency - Variable | Meritorious Service Leave (Pay Code 371) | NA | NA | Overall "Meets Expectations" (MAP rating 2.0 or greater) - may not be waived | Agency | • Uncovered; covered if CO, CCO, or Full Authority Peace Officer • Not involuntarily demoted during previous six months • No formal disciplinary actions during previous six months | Up to 24 hrs/EE/FY |
| Agency - Variable | Conditional Retention Incentive (Pay code 744) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Overall "Meets Expectations" (MAP rating 2.0 or greater) - may not be waived | Agency | • Uncovered; covered if CO, CCO, or Full Authority Peace Officer • Not involuntarily demoted during previous six months • No formal disciplinary actions during previous six months | Up to 5%/EE/FY |
| Change/Special Assign. | New Hire | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | Agency | • Uncovered; covered if CO, CCO, or Full Authority Peace Officer | Up to midpoint, higher w/ documentation |
| Change/Special Assign. | Promotion | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | Agency | • Uncovered | Up to midpoint, higher w/ documentation |
| Change/Special Assign. | Lateral Transfer | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | Agency | • Uncovered | No change in salary-exceptions by Agency Director |
| Change/Special Assign. | Demotion | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | Agency | • Uncovered | Generally 2.5% decrease-exceptions by Agency Director |
| Change/Special Assign. | Reallocation | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | Agency | • Uncovered and covered | Up to midpoint, higher w/ documentation |
| Change/Special Assign. | Special Assignment | <input type="checkbox"/> | <input type="checkbox"/> | No requirement | ADOA approves action/ Agency approves salary | • Uncovered and covered | Up to midpoint, higher w/ documentation |