

Performance Increase Distribution Plan for Classified Staff

Wytheville Community College will use a merit pay system to reward those classified employees who receive overall performance evaluation ratings of “contributor” or “extraordinary contributor.” An overall rating of “below contributor” will not qualify for merit pay. The merit system awards higher merit pay to classified employees who earn “extraordinary contributor” evaluation ratings. All classified employees receiving an overall evaluation rating of “contributor” or “extraordinary contributor” will be awarded 90% of the increase authorized by the General Assembly. The remaining 10% authorized by the General Assembly will be divided equally among the classified employees receiving an overall evaluation rating of “extraordinary contributor.”

Example: The General Assembly authorizes a 3% increase for classified employees. There are 46 classified employees with a salary average of \$28,500. Of the 46 employees, 1 employee receives an overall evaluation of “below contributor”, 35 employees receive overall evaluations of “contributor”, and 10 employees receive overall evaluations of “extraordinary contributor.” The pool of money available for increases would be \$38,640. $46 \times \$28,500 \times 3\% = \$38,640$

The 1 employee evaluated “below contributor” would not receive a pay increase. The 35 employees evaluated at the rating of “contributor” would receive a 2.7% pay increase. The 10 employees evaluated at the “extraordinary contributor” rating would receive the 2.7% increase plus would share equally the remaining \$3,800 from the available pool of money.

$$\begin{aligned} \$38,640 \times 90\% &= \$34,200 \\ \$38,640 - \$34,200 &= \$3,800 \\ \$3,800/10 &= \$380.00 \end{aligned}$$

Procedure for WCC Board Evaluation of President

The purpose of the presidential evaluation is the improvement of performance, both individual and institutional.

The objectives of a presidential evaluation are:

1. To provide the individual president with a formal statement on the adequacy of the president’s performance based on pre-determined measures;
2. To provide the college board and the Chancellor with an appropriate mechanism for setting and monitoring progress toward attaining specified goals/objectives;
3. To provide the State Board with an appropriate mechanism for assuring the evaluation of management personnel; and
4. To identify serious problems that may require special attention.

The president shall be evaluated annually. The annual evaluation shall be prepared in letter form by the Chancellor. It shall have as its basis, two independent assessments of the president’s accomplishments conducted