

Policy: Employee Development and Evaluations

Policy #: HR03

Effective Date: 1/1/11

The ELCFV is committed to enhancing employees' capabilities and education, as well as improve productivity. To accomplish this, a staff development and training program will be implemented for all ELCFV employees.

The ELCFV will maintain a competitive and consistent salary administration scale, designed to reward those with additional responsibilities, whether they be the management of tasks or other employees. All changes in employee compensation are contingent on agency funding availability.

In addition to maintaining competitive salaries, the ELCFV is committed to offering incentives to those employees who strive to continually improve. This is completed through the development and maintenance of an employee incentive plan.

The ELCFV is committed to providing employees with regular feedback on performance. The development and maintenance of an evaluation method is critical to the success of ELCFV employees and the organization. Through this process, grant funded positions will also be evaluated.

The Board of Directors Executive Committee will complete an annual employee performance evaluation for the CEO.