

Policy: Employee Development and Evaluations

Policy Number: HR03

Effective Date: 7/1/19

Board Approved: 6/25/19

Editions: 1/28/14

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. Higher education will be encouraged by the implementation of a tuition reimbursement program contingent on availability of funds.

The ELCFV will maintain a competitive and consistent salary administration scale, designed to reward education, experience and additional responsibilities. 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 encourage volunteerism and involvement in the community. 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.