

## Pay for Performance (P4P) 2016 – 2017 Performance Rewards

We are pleased to announce that the Pay for Performance (P4P) rewards have been determined for the 2016 – 2017 Performance Cycle.

Employees with a performance rating of Valued, Advanced, or Outstanding will receive a 3% increase in base salary. Employees with Advanced or Outstanding performance will receive an additional one-time bonus, in an amount determined by a percentage of base pay.

### 2016 – 2017 Pay for Performance Salary Increases and Bonus Structure

<b>Rating</b>	<b>Base % Increase</b>	<b>Bonus % Amount</b>
Valued	3	-----
Advanced	3	1.5
Outstanding	3	3

P4P merit based pay initiatives support the State of Tennessee’s commitment to recruit, retain, and reward a talented workforce. The P4P salary increases and bonuses will be implemented in January 2018, meaning all eligible employees will see the additional pay in their last paycheck in January.

Please note that employees who are currently compensated at their position’s maximum salary range will receive their P4P reward as a one-time bonus.

For more information about P4P, including FAQs and guidelines, please visit [www.team.tn.gov/hr](http://www.team.tn.gov/hr). Additional questions may be emailed to [Performance.Pay@tn.gov](mailto:Performance.Pay@tn.gov).

Thank you for your hard work, dedication and service to Tennesseans. I wish you a wonderful holiday season and happy New Year.



Rebecca R. Hunter, Commissioner  
Tennessee Department of Human Resources