

2021 Pay for Performance Rewards

Employee Communication (May 2021)

After suspending the Pay for Performance (P4P) rewards program in October 2020 due to the economic effects brought on by COVID-19, the Department of Human Resources is pleased to announce the immediate reinstatement of a revised P4P program.

Accordingly, 2021 P4P rewards will be provided to eligible employees as follows:

- Employees who received Valued, Advanced, or Outstanding performance for the most recent 2019-2020 performance cycle (ended Sept. 2020) will receive a 2 percent salary increase retroactive to January 1, 2021. These increases will be processed as quickly as possible within the coming weeks.
- On July 1, 2021, the following additional salary percentage increases will take effect based on IPP scores for the most recent 2019-2020 performance cycle (ended Sept. 2020):

Rating	Base % Increase
Valued	2
Advanced	4
Outstanding	4.5

Further, it is our intention that P4P one-time bonuses, but not salary increases, for Advanced and Outstanding performance in the current performance cycle (ending Sept. 2021) will be awarded in January 2022.

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. P4P eligibility criteria can be found on [TeamTN.gov](http://www.teamtn.gov).

For more information about P4P, including FAQs, guidelines and eligibility, please visit www.teamtn.gov/hr. Additional questions may be emailed to Performance.Pay@tn.gov.

Thank you for your ongoing commitment, flexibility, and outstanding results, despite the interruptions of a pandemic. I wish you a happy, healthy summer and thank you for your service to Tennessee citizens.