

**PROGRAM DESCRIPTION**

**Department** Office of Administration

**HB Section(s):** 5.057

**Program Name** Rewards and Recognition

**Program is found in the following core budget(s):** Division of Personnel

**1a. What strategic priority does this program address?**

The strategic priority of this program is to support and reward the top 10% of performers in each executive agency.

**1b. What does this program do?**

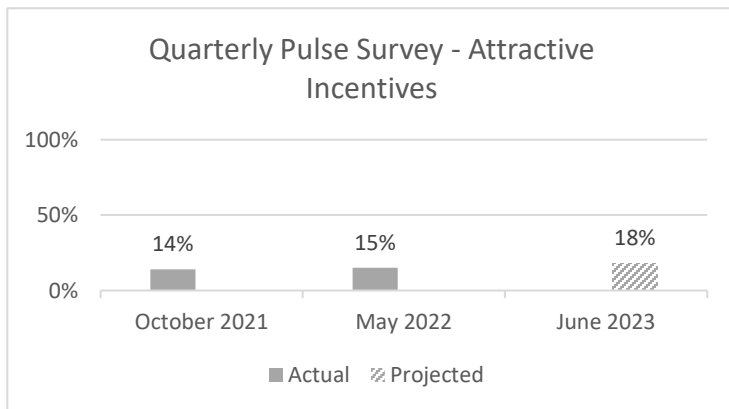
The Rewards and Recognition Program, Professional and Leadership Development Award (PLDA), coordinates state-wide performance management to reward and recognize state team members for exemplary performance. Our goal is to pursue and implement opportunities to allow state government to stay competitive with private and public sector companies. The program is focused on retaining and honoring top talent while using state dollars efficiently to invest in further development opportunities for team members.

**2a. Provide an activity measure(s) for the program.**

Number of professional development opportunities provided to team members through PLDA

**2b. Provide a measure(s) of the program's quality.**

Increase in professional development opportunities and state team member's perception of attractive incentives captured through the statewide Quarterly Pulse Survey (QPS)



**2c. Provide a measure(s) of the program's impact.**

Increase in retention and promotions of reward recipients over time.

**PROGRAM DESCRIPTION**

**Department** Office of Administration

**HB Section(s):** 5.057

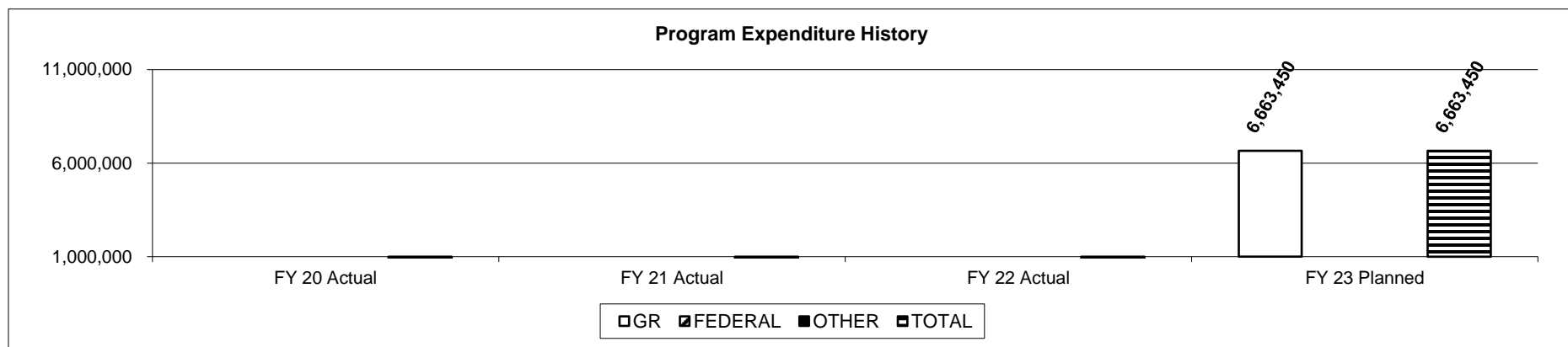
**Program Name** Rewards and Recognition

**Program is found in the following core budget(s):** Division of Personnel

**2d. Provide a measure(s) of the program's efficiency.**

Direct expenditures per learner

**3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)**



**4. What are the sources of the "Other " funds?**

None

**5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)**

Chapter 36 RSMo

**6. Are there federal matching requirements? If yes, please explain.**

No

**7. Is this a federally mandated program? If yes, please explain.**

No