

PERFORMANCE REVIEWS/SALARY INCREASES

The RAILS management philosophy is that regular discussions between supervisors and staff will help ensure that all staff performance will be excellent. Regular discussions about project work, goal achievement and any job problems are expected of all RAILS staff. Official performance evaluations are scheduled annually on the employee's start date anniversary. In the case of performance problems, more frequent reviews may be conducted.

Salary increases are generally determined annually during the budget process. The budget, which contains these salary increases, is then approved by the RAILS board before the increases are granted.