

Pay for Performance Programs: Developing effective strategies

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This paper will focus on current and future issues relating to performance and compensation in the criminal justice arena. Criminal justice agencies must begin to employ competitive strategies to maintain their foothold in the labor market. This research will explore characteristics of successful programs in the private sector and will evaluate the feasibility of adapting such programs to a criminal justice setting. Identification of groundwork essential to the successful implementation of a performance or incentive pay program will be examined along with potential barriers to implementation. Different types of performance and/or incentive pay systems being used by agencies across the country will be discussed. Data obtained from criminal justice agencies on both national and local levels will be used to illustrate trends relating to salary, recruitment and retention of employees.