

Profit Sharing Through Performance Excellence



A. Profit Sharing Through Performance Excellence is a **PROFIT SHARING** program. If there is a profit for the year it will be shared. If not, there will not be a bonus. The bonus will be a one-time payment and not attached to the base wage.

B. THREE components:

a. Customer Service Award – TEAMWORK:

- i. Measured by number of meals served
- ii. You will have a goal
- iii. You must meet your goal to qualify for the Customer Service Award

b. Operations Award– TEAMWORK:

- i. Health Inspection – must achieve 100%
- ii. Peak Performance fall and spring – must achieve 95%

c. Attendance Award– INDIVIDUAL:

- i. 0 – 3 absences = 100% Attendance Award
- ii. 3.1 – 5 absences = 50% Attendance Award
- iii. 5.1+ absences does not qualify for Attendance Award
- iv. Absences that will be excused:
 1. Jury Duty
 2. Military Service
 3. Personal Leave (2 days)
 4. Worker’s Compensation
 5. FMLA (Family Medical Leave Act)
 6. Bereavement – family and friends up to 7 days
 7. Subpoena
 8. Manager Educational Leave – must be Food Service related

C. Pay for Performance Handbooks in both English and Spanish can be found in each kitchen as well as at the district office.

D. If you have questions please call Laura Salazar at 303-744-9962.