



SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE

COMPENSATION POLICY

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENTS OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

Purpose

The Revenue and Fiscal Affairs Office believes that our rewards and recognition programs are essential for communicating performance expectations, for improving service quality and productivity, and for recognizing contributions to the Revenue and Fiscal Affairs Office's success.

Policy Objectives

The compensation plan will support the Revenue and Fiscal Affairs Office's mission, and strategic plan by:

Providing appropriate incentives and rewards for performance, additional responsibility, and outstanding measures.

Attracting and maintaining a qualified, diverse workforce capable of providing quality resources and meeting customer expectations.

Encouraging and rewarding high levels of performance, cross-training, and developing individual skills critical to the office's mission.

Using monetary means of pay adjustments and bonuses, and non-monetary methods in recognizing employee achievement and success.

Considering other factors such as retention issues, and internal and external equity as appropriate.

Complying with all state, and federal compensation regulations and laws.