



## ESP PERFORMANCE POLICY

ESP has incorporated a **PAY FOR PERFORMANCE** policy. The goal of the Pay for Performance is to pay staff top rate for exceptional performance and others that do not perform at their best a fair wage.

### **INFRACTIONS/VIOLATIONS:**

Infractions (Violations) may include, but not limited to:

- A. missing from assigned position/location at anytime
- B. insubordination (not following directives of the assigned lead)
- C. being argumentative with assigned lead, client, or client representative
- D. not responding to radio calls during the shift
- E. not returning from breaks on time
- F. late to sign in or out
- G. not in ESP approved uniform (also includes saggy pants, ripped or unclean, sandals, flip flops, etc.)
- H. phone and headphone use
- I. cursing or being vulgar
- J. asking for gratuity or food from patrons, clients, or vendors
- K. unsatisfactory hygiene, odor, grooming, uniform

***Please note: Pay may be reduced to minimum wage and/or you may be removed from site immediately for the following:***

1. leaving early, being asked to leave by Client Supervisor, or walking off a shift without permission or appropriate notification
2. physical altercations or fighting with anyone pre, during, post a shift
3. smell of or seeing suspicious drug or alcohol related activity
4. intoxication (drug or alcohol), in staff's possession while arriving, working a shift or leaving a shift
5. stealing/not turning in lost/found items
6. accusation of sexual misconduct or harassment
7. conflict/ argument with a patron, staff, vendor, or client