

MERIT MATRIX
 FIRE AND POLICE SAFETY MANAGEMENT
 EFFECTIVE JUNE 13, 2008

<u>Employee's Overall Rating</u>	<u>Employee's Current Range Placement</u>	
	<u>Compa-Ratio 80.0 – 110.0</u>	<u>Exceptional Performance Zone Compa-Ratio above 110.0</u>
<u>Contributes to Organizational Success</u>	2.0% Any amount of increase exceeding end compa-ratio above 110.0 paid as 50% to base and 50% paid as a lump sum	2.0% Paid as 50% to base and 50% paid as a lump sum
Improvement Needed	0	0
Unacceptable	0	0

FIRE STRUCTURE ADJUSTMENT

EFFECTIVE 6/29/07 = 4.625%
 EFFECTIVE 6/27/08 = 6.0%

POLICE STRUCTURE ADJUSTMENT

EFFECTIVE 6/15/07 = 3.75%
 EFFECTIVE 6/13/08 = 5.0%

Available for Fire and Police Safety Management:

An ***additional rating category** of "Extraordinary Achievement" is available for use by Fire and Police Management to recognize major achievement by a Public Safety Management employee. An overall rating in this category requires pre-approval of the City Manager. The Chief shall provide written support to the City Manager detailing the "Extraordinary Achievement". Employees who receive this rating are eligible for a merit increase in the range of 3.0% to 4.5%. If the employee has a compa-ratio of 110.00 or greater, the magnitude of the merit increase remains 3.0% - 4.5% with any amount of increase exceeding an end compa-ratio of 115.0 paid as a lump sum.

Lump Sum Payments - Lump sum payments are not added to the employees' base pay and are not used in determining highest year compensation for PERS or for any leave bank payoffs.

MERIT MATRIX
MANAGEMENT
(EXCLUDING FIRE AND POLICE SAFETY MANAGEMENT)
EFFECTIVE JUNE 13, 2008

<u>Employee's Overall Rating</u>	<u>Employee's Current Range Placement</u>		
	<u>Compa-Ratio</u> 80.0 – 99.9	<u>Compa-Ratio</u> 100.0 – 110.0	<u>Exceptional Performance</u> <u>Zone Compa-Ratio above</u> <u>110.0</u>
Outstanding Contributor *See Below for additional rating category	3.0%	3.0%	3.0% Any amount of increase exceeding end compa-ratio of 115.0 will be paid as a lump sum
Significant Contributor	2.5%	2.5% Any amount of increase exceeding end compa-ratio above 110.0 paid as 50% to base and 50% paid as a lump sum	2.5% Paid as 50% to base and 50% paid as a lump sum
Some Improvement Needed	0 – 1.0%	0	0
Unacceptable	0	0	0

STRUCTURE ADJUSTMENT EFFECTIVE 6/15/07 = 2.5%

STRUCTURE ADJUSTMENT EFFECTIVE 6/13/08 = 2.75

Available for All Management Employees excluding Fire and Police Management:

An ***additional rating category** of "Extraordinary Achievement" is available for use by Management to recognize major achievement by an employee. An overall rating in this category requires pre-approval of the City Manager. The Department Head shall provide written support to the City Manager detailing the "Extraordinary Achievement". Employees who receive this rating are eligible for a merit increase in the range of 3.5% to 4.5%. If the employee has a compa-ratio of 110.00 or greater, the magnitude of the merit increase remains 3.5% - 4.5% with any amount of increase exceeding an end compa-ratio of 115.0 paid as a lump sum.

Lump Sum Payments - Lump sum payments are not added to the employees' base pay and are not used in determining highest year compensation for PERS or for any leave bank payoffs.

MERIT MATRIX
EXECUTIVE MANAGERS
EFFECTIVE JUNE 13, 2008

Performance Rating	Percentage
Extraordinary Achievement	3.5% - 4.5%
Outstanding Contributor	3.0%
Significant Contributor	2.5%
Some Improvement Needed	0%
Unacceptable	0%

An Executive Manager is eligible for payment under the provisions of the "Exception Rate Zone" as defined under Section 8.06.02 of the Management Pay Policies

Any amount of an increase exceeding end compa-ratio above 115.0 to 120.0 shall be paid as 50% to base and 50% in a lump sum.

Lump Sum Payments – Lump sum payments are not added to the employees' base pay and are not used in determining highest year compensation for PERS or for any leave bank payoffs.

STRUCTURE ADJUSTMENT EFFECTIVE 6/15/07 = 2.5%

STRUCTURE ADJUSTMENT EFFECTIVE 6/13/08 = 2.75