

MERIT MATRIX
 FIRE AND POLICE SAFETY MANAGEMENT
 EFFECTIVE JUNE 26, 2009

<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 and <u>Exceptional Performance Zone</u> Compa-Ratio above 110.0
<u>Contributes to Organizational Success</u>	2.0%	0%
Improvement Needed	0 – 1.0%	0%
Unacceptable	0%	0%

FIRE STRUCTURE ADJUSTMENT

EFFECTIVE 6/29/07 = 4.625%
 EFFECTIVE 6/27/08 = 6.0%
 EFFECTIVE 12/12/08 = 5.875%

POLICE STRUCTURE ADJUSTMENT

EFFECTIVE 6/15/07 = 3.75%
 EFFECTIVE 6/13/08 = 5.0%
 EFFECTIVE 6/12/09 = 3.0%

Available for Fire and Police Safety Management:

In accordance with Management Pay Policy 8, an employee is eligible to receive a merit increase if his/her current compa-ratio is between 80.0 – 99.9. Merits are granted based upon the employee's overall performance rating of the last six months if under 100.0 compa-ratio.

Due to the City's economic deficit, Merits will be granted to those employees with a comp-ratio under 100.0% only. Departments are expected to continue the performance management process for those employees above 100% comp-ratio. It is critical that employees receive continuous feedback regarding their performance. Such feedback is important to employee development, promotional processes, and overall employee morale.

MERIT MATRIX
MANAGEMENT
(EXCLUDING FIRE AND POLICE SAFETY MANAGEMENT)
EFFECTIVE JUNE 26, 2009

<u>Employee's Overall Rating</u>	<u>Employee's Current Range Placement</u>	
	<u>Compa-Ratio 80.0 – 99.9</u>	<u>Compa-Ratio 100.0 – 110.0 and Exceptional Performance Zone Compa- Ratio above 110.0</u>
Outstanding Contributor	2.0%	0%
Significant Contributor	2.0%	0%
Some Improvement Needed	0% - 1.0%	0%
Unacceptable	0%	0%

STRUCTURE ADJUSTMENT EFFECTIVE 6/15/07 = 2.50%
 STRUCTURE ADJUSTMENT EFFECTIVE 6/13/08 = 2.75%
 STRUCTURE ADJUSTMENT EFFECTIVE 6/12/09 = 4.00%

Due to the City's financial condition and in accordance with Management Pay Policy 8, Merits will be granted to those employees with a comp-ratio under 100.0% only.

An employee is eligible to receive a merit increase if his/her current compa-ratio is between 80.0 – 99.9%. Merits are granted based upon the employee's overall performance rating of the last six months.

Departments are expected to continue the performance management process for those employees above a 100% comp-ratio. It is critical that employees receive continuous feedback regarding their performance. Such feedback is important to employee development, promotional processes, and overall employee morale.

MERIT MATRIX
EXECUTIVE MANAGERS
EFFECTIVE JUNE 26, 2009

Performance Rating	Percentage
Extraordinary Achievement	2.0%
Outstanding Contributor	2.0%
Significant Contributor	2.0%
Some Improvement Needed	0 – 1.0%
Unacceptable	0%

Due to the City's financial condition and in accordance with Management Pay Policy 8, Merits will be granted to those employees in the lower third of the salary range only.

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 = 2.50%
STRUCTURE ADJUSTMENT EFFECTIVE 6/13/08 = 2.75%
STRUCTURE ADJUSTMENT EFFECTIVE 6/12/09 = 4.00%