

MERIT PROGRAM, SALARY ADJUSTMENT AND EVALUATION TIMELINES 2016-2017

PROGRAM/UNIT	EREL CODE	MERIT EFFECTIVE DATE	PERFORMANCE APPRAISAL TIME PERIOD	TIME PERIOD FOR MERIT ELIGIBILITY	RANGE STRUCTURE	DATE LAST SALARY ACTION	FISCAL YEAR BUDGET
Senior Managers	99	July 1st	July 1-June 30	New hire into a Senior Manager title by January 1, 2016	Open Ranges	7/1/16 - 3.0% merit pool - pay for performance program, satisfactory or better evaluation.	2016-2017
MSP	99	July 1st	May 1-April 30*	New hire into a career MSP title by January 4, 2016	Open Ranges	7/1/16 (monthly), 6/19/16 (biweekly) 3.0% Merit Pool, pay for performance program, satisfactory or better evaluation (differential increases based on ratings).	2016-2017
PSS	99	July 1st	May 1-April 30*	Non-probationary on April 30, 2016.	Open Ranges	7/1/16 (monthly), 6/19/16 (biweekly) 3.0% Merit Pool, pay for performance program, satisfactory or better evaluation (differential increases based on ratings).	2016-2017
K3	K-3	July 1st	May 1-April 30*	Non-probationary on April 30, 2016.	Open Ranges and Steps	7/1/16 (monthly) - open range 3.0% merit pool, pay for performance program - satisfactory or better evaluation; 6/19/16 (monthly), step-based pay for performance program (differential increases based on ratings).	2016-2017
Police Sergeants	99	July 1st	May 1-April 30*	Non-probationary on April 30, 2016.	Steps	6/19/16 - step-based pay for performance program, satisfactory or better evaluation.	2016-2017
Clerical and Allied Services	CX	July 1st	July 1-June 30	In CX title and non-probationary on July 1, 2015.	Steps	7/5/15 - 2% ATB Range increase (all employees); one step within-range increase, satisfactory or better evaluation.**	2016-2017
Physicians, Dentists and Podiatrists	DX	July 1st	July 1 - June 30		Open Ranges	7/1/16 -3% Range increase ATB	2016-2017
Patient Care Technical	EX	July 1st	Jan. 1 - Dec. 31	Non-probationary on June 30, 2016 (or receive step following completion of probation) (for ATB: in unit on dates of ratification and payment) *	Steps	4/10/16 4% range increase ATB; 7/3/16 - one-step within-range increase	2016-2017
Fire Fighters	F3	July 1st	July 1-June 30	Non-probationary on July 1, 2015	Steps	7/5/15 - 3% ATB, within-range step increase, satisfactory or better evaluation.**	2016-2017
Health Care Professional	HX	January 1st	July 1 - June 30	Non-probationary on January 1, 2016	Steps	1/3/17 - 2% ATB range increase or annualized lump-sum payment, within-range step increase, satisfactory or better evaluation	2016-2017
Nursing	NX	July 1st	May 1-April 30	No merit system; step progression based on experience	Steps	7/3/16 - one-step within-range progression increase; 1/3/17 4% ATB increase	2016-2017
Police	PA	July 1st	July 1 - June 30	Non-probationary career on Oct. 1 to receive lump sum	Steps	6/19/16 - 3% range increase	2016-2017
Research Professional	RX	Jan 1st	July 1 - June 30		Steps	10/9/16 - 3% range increase	2016-2017
Service Unit	SX	October 1st	Jan. 1 - Dec. 31	Non-probationary career on Jan. 1	Steps	7/3/16 - within-range step increase. 10/9/16 3% range increase	2016-2017
Technical	TX	Jan 1st	July 1-June 30		Steps	10/9/16 - 3% range increase	2016-2017

No titles are eligible for 6-month salary increases

*Beginning 2015-2016, the evaluation period for PSS and MSP 99's and K3's changed to May 1 through April 30

**Current Contract expired or agreement not concluded on 2016-2017 increases.