

Attachment VII

FY 2006 Merit Pay Rate Increase Guidelines

Performance Appraisal Overall Rating	Annual Merit Pay Rate Increase Percentage Range
Significantly Exceeds Expectations (SE) & Exceeds Expectations (EE)	3.00 - 5.00% (capped at pay range maximum)
Fully Meets Expectations (FM)	1.00 - 2.75% (capped at pay range maximum)
Meets Most Expectations (MM)	0%
Does Not Meet Expectations (DM)	0%
Performance Improvement Plan (PIP)	0%