

MERIT PROGRAM, SALARY ADJUSTMENT AND EVALUATION TIMELINES

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	BUDGET AUGMENTATION FISCAL PERIOD POSTED TO DaFIS
Senior Managers	99	Oct. 1st	July 1-June 30	New hire into a Senior Manager title by April 1	Open Ranges	10/1/07 4.0% merit pool - satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL
MSP	99	Oct. 1st	July 1-June 30	New hire into a career MSP title by April 1	Open Ranges	10/1/07 4.0% merit pool - satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL
PSS	99	Oct. 1st	July 1-June 30	Non-probationary on Oct. 1	Open Ranges	10/1/07 4.0% merit pool - satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL
K3	K-3	Oct. 1st	July 1-June 30	Non-probationary on Oct. 1	Open Ranges and Steps	10/1/07 Open Range 4.0% increase - satisfactory or better evaluation; Step-based 2% Range Adjustment, 1-step increase satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL
Police Sergeants	99	Oct. 1st	July 1-June 30	Non-probationary on Oct. 1	Steps	10/1/07 Range Adjustment, Merit	2007-08	Refer to *** below chart for URL
Clerical and Allied Services	CX	Oct. 1st	July 1-June 30	In CX title and non-probationary on Oct. 1	Steps	10/1/07 4.5% Range Adjustment Across-the-Board, add two steps to all titles except Library Asst's.	2007-08	Refer to *** below chart for URL
Patient Care Technical	EX	Jan. 1st	Jan. 1 - Dec. 31	Non-probationary on Jan. 1. (for ATB: in unit on dates of ratification and payment) *	Open Ranges	4/1/07 2% Range Adjustment to low-wage-worker titles.	2007-08	Refer to *** below chart for URL
Fire Fighters	FF	Oct. 1st	July 1-June 30	Non-probationary on Oct. 1	Steps	7/1/07 - two 10% range adjustments (Governor's budget signed 8/24/07).	2007-08	
Health Care Professional	HX	Oct. 1st	July 1 - June 30	In HX title by April 1 and non-probationary on Oct. 1	Open Ranges	7/1/07 - 3% Range Adjustment Across-the-Board, placement in step-based structure, \$1,000 signing bonus - LSP.	2007-08	Refer to *** below chart for URL
Nursing	NX	May 1st	May 1-April 30	No merit system; step progression based on experience	Steps	Board, \$2,300 signing bonus based on career FTE, \$1,000 signing bonus to limited employees - LSI.	2007-08	Refer to *** below chart for URL
Police	PA	Oct. 1st	July 1 - June 30	Non-probationary career on Oct. 1	Steps	10/1/07 4% Range Adjustment, one-step merit satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL
Research Professional	RX	Oct. 1st	July 1 - June 30	Non-probationary career on Oct. 1	Steps/Open Range	10/1/07 3.8% range adjustment Across-the-Board; 1/1/08 - step merit, satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL
Service Unit	SX	Jan. 1st	Jan. 1 - Dec. 31	Non-probationary career on Jan. 1 (for ATB: in unit on dates of ratification and payment)	Open Ranges	10/1/07 4.5% Range Adjustment Across-the-Board and 4.5% adjustment to individual salaries.	2007-08	Refer to *** below chart for URL
Technical	TX	Oct. 1st	July 1-June 30	Non-probationary career on Oct. 1	Steps/Open Range	10/1/07 3.7% Range Adjustment Across-the-Board; 1/1/08 - 1/2 step merit, satisfactory or better evaluation.	2007-08	Refer to *** below chart for URL

No titles are eligible for 6-month salary increases