

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
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.	2008-09
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.	2008-09
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.	2008-09
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.	2008-09
Police Sergeants	99	Oct. 1st	July 1-June 30	Non-probationary on Oct. 1	Steps	10/1/08 - 2% Range Adjustment	2008-09
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.	2008-09
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) *	Steps	1/1/09 Conversion to steps, 2.5% Step-Based Range Adjustment, LSP's retro to 10/1/07 and 9/1/08.	2008-09
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).	2008-09
Health Care Professional	HX	Oct. 1st	July 1 - June 30	In HX title by April 1 and non-probationary on Oct. 1	Open Ranges	7/1/08 - 4% Range Adjustment Across-the-Board, step merit, satisfactory or better evaluation.	2008-09
Nursing	NX	May 1st	May 1-April 30	No merit system; step progression based on experience	Steps	5/1/09 Range Adjustment - percent varies by title.	2008-09
Police	PA	Oct. 1st	July 1 - June 30	Non-probationary career on Oct. 1	Steps	10/1/08 4% Range Adjustment, one-step merit satisfactory or better evaluation, longevity increase for eligible employees, CDF increases.	2008-09
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.	2008-09
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	10/1/08 3% Range Adjustment Across-the-Board, LSP to those at range max.	2008-09
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.	2008-09

No titles are eligible for 6-month salary increases