

(5-2) MERIT INCREASE CHART

Quick Links

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- [Return to Table of Contents](#)

Employees are eligible to receive a merit increase corresponding to the overall performance rating shown on their current written performance evaluation.

Rating	Percentage
Improvement Essential	0%
Satisfactory	2.0%
Above Average	
Superior	

This chart is updated under the authority of the Board of County Commissioners. The Board reserves the right to modify the chart at any time without prior notice.

Budget Guidelines for Merit Increases

Each department will be provided a budgeted amount for merit increases calculated by multiplying the number of active non-bargained employees, excluding hourly employees, by a set merit budget percentage. The Board of County Commissioners will determine the merit budget percentage during the annual budget process which is based upon a variety of factors, including current and projected budget conditions, CPI, and historical averages. For 2011 the percentage has been set at 2.0%, and will be available to those who are at the top of their range.

Individual merit increases will follow the merit increase chart. Each department must stay within their total budgeted amount for merit increases. Any exceptions to this policy must be presented to the Board of County Commissioners.