

Proposed Merit Matrix – 2.5% Merit Pool

Overall Scorecard	< 85%*			85% - 115%*			> 115%**		
Substantially Above Target (4.5 – 5.0)	3.5 to 5.5	4.5 to 6.5	5.5 to 7.5	2.5 to 4.5	3.5 to 5.5	4.5 to 6.5	1.5 to 3.5	2.5 to 4.5	3.5 to 5.5
Above Target (3.7 - 4.49)	2.5 to 4.5	3.5 to 5.5	4.5 to 6.5	1.5 to 3.5	2.5 to 4.5	3.5 to 5.5	0.5 to 2.5	1.5 to 3.5	2.5 to 4.5
Meets Target (3.0 - 3.69)	1.5 to 3.5	2.5 to 4.5	3.5 to 5.5	0.5 to 2.5	1.5 to 3.5	2.5 to 4.5	0.0 to 1.5	0.5 to 2.5	1.5 to 3.5
Below Target (2.0 – 2.99)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Substantially Below Target (0 – 1.99)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Competency	Career Staller/ Needs Imprvmt (1/2)	Skilled / Talented (3/4)	Towering Strength (5)	Career Staller/ Needs Imprvmt (1/2)	Skilled / Talented (3/4)	Towering Strength (5)	Career Staller/ Needs Imprvmt (1/2)	Skilled / Talented (3/4)	Towering Strength (5)