

2006 CVM Merit Raise Pay Plan

Staff - Only staff which achieve a performance evaluation of above average (20-23) or exceeds (24-25) would be eligible for a merit increase. I understand that this reduces the number of people who will be eligible to receive merit monies, but it would allow us the opportunity to meaningfully reward those individuals who have strong performance evaluations. A merit plus COLA increase cap would be established at either 10% (7% merit plus the across-the-board 3% COLA) or \$3,000; whichever is higher for the individual employee. Although it is unlikely that an employee would be granted this amount of merit raise by his/her supervisor, it would give the flexibility to do so.

Faculty - Only faculty who achieve satisfactory annual assessments in each area of their assigned responsibilities (teaching, research, service and/or extension) would be eligible for merit raise consideration. Again, the merit plus COLA increase would be capped at either 10% (7% merit plus the across-the-board 3% COLA) or \$8,000; whichever is higher for the individual faculty member. Supervisors have the flexibility to not award merit despite the fact that staff and/or faculty would be eligible - i.e., a minimum merit award would not be required.