



2010 Pay for Performance Matrix

For PREP Increases

(Refer to the Pay Program on Compass for definitions)

Position in Range (Percent of midpoint)

<i>Performance Rating</i>	80% to 90%	91% to 100%	101% to 110%	111% to 120%
Outstanding	4.0 – 5.0%	4.0 – 5.0%	4.0 – 5.0%	4.0 – 5.0% 2% as a lump sum
Accomplished	2.0 – 3.0%	2.0 – 3.0%	2.0 – 3.0%	2.0 – 3.0% 2% as a lump sum
Progressing	0 – 1.5%	None	None	None

Pay for Performance increases can take employee's pay only to the range maximum.
Lump sum amounts may exceed 2% when employee's pay reaches the range maximum.

Employees whose performance rating is *Needs Improvement* or *Unacceptable* are
NOT eligible for a Pay for Performance increase.