

# Merit Pay Proposal

June 5, 2024

## Implementation planned for the July 11, 2024 pay date

- Merit pay applicable to active employees as of June 22, 2024
- Pay date July 11, 2024
- Pay period Saturday, June 22 through Friday, July 5, 2024

## FY24 budget assumption is 3.0%

- Each court allocated a merit pool based on compensation of eligible employees (excludes temps, retirees, over max)

## Formula considerations

- 2.5% allocated based on overall rating from performance evaluation
- 0.5% allocated at discretion of the judge
- No increase for scores of 1 to 1.99 (unacceptable or needs improvement)
- Scores of 2.00 to 2.99 will receive a pro-rated increase up to 1.99%
- Minimum 2% for a score of 3 (meets expectations)
- Maximum 6%

## Consideration of merit pay for court staff at max compensation

- Based upon performance evaluation
- Amount capped at 2%
- One-time lump sum payment in July 11, 2024 payroll
- Merit pay is not added to base pay for purposes of calculating COLAs and future merit increases