

# Merit Pay Proposal

## June 10, 2026

### Implementation planned for the July 9, 2026 pay date

- Merit pay applicable to active employees as of June 20, 2026
- Pay date July 9, 2026
- Pay period Saturday, June 20 through Friday, July 3, 2026

### FY26 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 the July 9, 2026 payroll
- Merit pay is not added to base pay for purposes of calculating COLAs and future merit increases

Probate District: Stamford  
PD Number: 53

**06/10/26 Budget Committee Submission**

Position	Approved Benchmark	Proposed Benchmark
Chief Clerk II	0.9	0.9
Clerk	2.6	2.8
Assistant Clerk	2.8	3.5
	6.3	7.2

**NOTES:**  
**06/10/26:** Request by Judge Fox to add .2 FTE at the Clerk level and .7 FTE at the Assistant Clerk level to allow for 8 employees at 35 hours per week.