

2007 vs. 2008 Administrative Review Results: Salary Increase

Competency Level		Performance Ratings							
		Needs Significant Improvement		Below Expectations		Achieves Expectations		Exceeds Expectations	
		2007	2008	2007	2008	2007	2008	2007	2008
Exemplary: Demonstrates competency beyond the level required for current role. Called upon to serve as mentor to others.	Salary Increase	No Raise*		2.0 %*		2.5 %		3.0 %	
	Performance Rating %							1.0 %	5.0 %
Accomplished: Demonstrates full, independent competency in current role. Rarely needs guidance to be successful.	Salary Increase	No Raise*		1.5 %*		2.0 %		2.5 %	
	Performance Rating %			1.0 %	1.0 %	51.0 %	52.0 %	34.0 %	22.0 %
Developing: Demonstrates competency in routine situations; needs support and direction in complex situations.	Salary Increase	No Raise*		1.0 %*		1.5 %		2.0 %	
	Performance Rating %		1.0 %	4.0 %	2.0 %	7.0 %	16.0 %		
Beginning: Successful when provided significant direction.	Salary Increase	No Raise*		0.5 %*		1.0 %		1.5 %	
	Performance Rating %								

* - Indicates the need to prepare a Performance Improvement Plan

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