2017 Merit Budget
Department

Salary Associates:

Budget =	2.5%
Budget Salary =	$0
Allocated Amount =	$0
Remaining Amount =	$0

Hourly Associates:

Budget =	2.5%
Budget Dollars =	$0.00
Allocated Amount =	$0.00
Remaining Amount =	$0.00

2017 Merit Based Performance Guidelines

Performance	Bottom of the Range	Middle of the Range	Top of the Range	Max of the Range
Rating Above -Exceptional	4% Raise	3% Raise	2% Raise	Lump Sum
Rating Meets - Solid	3% Raise	2% Raise	1% Raise	Lump Sum
Rating Below - Below Average	1% Raise	0% Raise	0% Raise	Lump Sum

Performance Rating Scale:

Overall Rating Above =	Strong Performer, meeting all expectations of the role, respected leader, mentor to the team, on-time delivery of all objectives, communicates effectively with team and store leadership
Overall Rating Meets =	Solid Performer, meets most expectations of the role, has some developmental opportunities, viewed as a good leader by most, does a good job with communication but there is room to improve, objectives are often met
Overall Rating Below =	Performance needs work, many developmental opportunities, not a strong leader, objectives are rarely met, team does not view as a "mentor"
	= Over Wage Max BEFORE merit increase

EMP ID	NAME	DEPARTMENT	JOB TITLE	HIRE DATE	PERF. RATING	WAGE RANGE	RANGE MIN	RANGE MAX	CURRENT ANNUAL BASE	PROPOSED BASE SALARY	PROPOSED BASE % INCREASE
											0.0%
											0.0%
											0.0%
											0.0%
Employees Over the Max											**Lump Sum Amount**

EMP ID	NAME	DEPARTMENT	JOB TITLE	HIRE DATE	PERF. RATING	HOURLY GRADE	GRADE MIN	GRADE MAX	PAY RATE (Per Hour)	PROPOSED HOURLY RATE	PROPOSED % INCREASE
Employees Over the Max											**Lump Sum Amount**