



OUTSTANDING PERFORMANCE

|                            | GRID CRITERIA |   |  |   |  |                                |                  |                                     |
|----------------------------|---------------|---|--|---|--|--------------------------------|------------------|-------------------------------------|
| Monetary Limits            |               | Documented exceptional short term performance: special project or case, etc. Most recent rating "3" or higher | Documented extended term (4-8 months) exceptional performance. Most recent rating "4" or higher. | Documented exceptional long term performance. Most recent annual rating of "5". | Documented exceptional long term performance. Two or more consecutive annual ratings of "5". | Department Committee approval. | Agency approval. | Commissioner of Personnel approval. |
| <u>Non-Recurring Bonus</u> |               |   |  |   |  |                                |                  |                                     |
| 1% - 3% x Annual Salary    | -             | -   | -  | -   | X  | X                              | X                |                                     |
| 1% - 5% x Annual Salary    | -             | X   | -  | -   | X  | X                              | X                |                                     |
| 1% - 8% x Annual Salary    | -             | -   | X  | -   | X  | X                              | X                |                                     |
|                            |               |   |  |   |  |                                |                  |                                     |
| <u>Base Pay Increase</u>   |               |   |  |   |  |                                |                  |                                     |
| 1% - 4% x Salary           | -             | -   | X  | -   | X  | X                              | X                |                                     |
| 1% - 8% x Salary           | -             | -   | -  | X   | X  | X                              | X                |                                     |