

UPDATE**MTA's Non-Contract Pay for Performance Program Continues**

- **Non-Contract Merit Increases Will Start at 2.85% This Year**

(June 12, 2002) The announcement that merit increases will be provided for non-contract employees, this year, continues the MTA's emphasis on linking performance to compensation, says Carolyn Flowers, executive officer, Administration.

The merit increases, sponsored by senior management, were approved during the Board meeting in May as part of the FY 2003 budget. The increases will be based on departmental distribution of performance ratings.

It should be noted that the merit increases received by employees this year will become part of their base pay, unless an employee's pay already is above the range for their grade.

Human Resources recently completed an employee satisfaction survey about the performance based compensation program. Distributed in April, it had a response rate of more than 55 percent. HR currently is compiling the results of the survey.

Non-Contract Merit Increases Will Start at 2.85% This Year

Non-contract employees whose performance for the past year rates "effective" or better will receive a merit increase of at least 2.85 percent under the Performance Based Compensation program.

Employees whose performance is rated "commendable" are eligible for a larger merit increase, while those who received an "exceptional" performance could receive an increase up to the six percent cap.

Supervisors have until July 15 to complete performance appraisals of employees. Appraisal forms are available on the Human Resources Intranet web site.

Following a series of management reviews, the merit increases will be scheduled for the Aug. 23 paycheck. Retroactive checks will be issued no later than Sept. 6 for the period of July 1 to Aug. 10.

Supervisors can contact Aida Lagrimas at 922-7150 or Carmen Sison Mayor at 922-5214 for assistance.

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