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## Non-Contract Employees Eligible for 2.5% Pay Raise

(July 13, 2004) With Board approval of Metro's FY 2005 budget and the beginning of the new fiscal year on July 1, non-contract employees are now eligible for a 2.5 percent across-the-board pay increase.

The pay hike should be reflected in paychecks to be issued during one of the regular paydays in September. Those checks also will include pay retroactive to July 1.

"Given our financial situation and the effort everyone has put into working hard over the past year," said CEO Roger Snoble, "I felt giving an across-the-board raise was the best way to reward employees."

"That doesn't mean that individual performance isn't important – it is and we need to continue to track it," Snoble continued. "I think pay-for-performance is important and I fully expect that we will be able to reinstate it next year."

As the CEO noted, this year's salary increase is not linked to a pay-for-performance program, but the FY 2004 employee evaluations will be taken into account in determining who receives the increase.

Employees who rated effective or better are eligible for the 2.5 percent pay raise. Pay increases will not be distributed to any employee who does not have a completed FY 2004 performance review.

Managers currently are working to complete the FY 2004 employee evaluations by Aug. 31. They also will be expected to finish their FY 2005 employee goals and objectives by Sept. 30.