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Non-Contract Pay Hike Coming in Sept. 17 Paychecks

- Retro checks also will be issued

(Sept. 9, 2004) Paychecks due out Sept. 17 will include more money for non-contract employees – the first increment of the 2.5 percent raise granted in FY 2004.

Also coming is a retro check covering the period of July 1 through Aug. 28. Those checks will average roughly \$250 before taxes for many employees, according to Stefan Chasnov, Human Resources director.

It's an across-the-board pay increase, Chasnov notes, but "it really is intended to reward performance for last fiscal year. It's recognition for work well done in what was a very difficult year."

To receive the pay raise, non-contract employees must be regular, full-time employees on active status as of Friday, Sept. 10. They must have received effective, commendable or outstanding performance ratings in FY 2004.

The raise will be pro-rated for those hired during FY 2004. Employees who are still serving their new-hire probationary period will not receive the raise until their probation is successfully completed.

Maximum pay range

The 2.5 percent pay increase also will be extended to non-contract employees whose current salaries are at or above their maximum pay range.

Employees who were promoted during FY 2004 will receive a "blended pay raise" that will take into account both pay rates and the length of time the employee was in each pay rate that year.

Employees who were on unpaid leave of absence for more than a month during FY 2004 will receive a raise reduced by the length of the absence. Those on paid leave are not affected.

As-needed employees, interns and employees affected by the reduction in force (RIF) are not eligible for the pay hike.

Questions about the pay raise should be directed to HR Supervisor Carmen Mayor at 922-5214 or to Chasnov at 922-5223.

Run the numbers

To figure the amount of your pay hike, multiply your FY 2004 salary by .025. To determine your new salary, multiply your FY 2004 salary by 1.025. This calculation won't work for those receiving a "blended pay raise."

