





Bi-weekly employees will see this reflected on their 9/23/2024 paycheck

Q: I recently received a salary increase. Am I eligible for a merit pay increase?

A: It depends. Employees who recently received a salary increase due to a market or equity adjustment (and meet the eligibility criteria listed above) are still eligible for a merit increase. Employees who have recently received a promotional increase after 3/1/2024 must wait six months from the effective date of their last salary increase before their merit is applied.

Q: Keenan is a monthly employee. A market adjustment was conducted on Keenan's job. He received a salary increase on 5/1/2024. When will Keenan's merit increase become effective?

A: Keenan will receive his merit increase on 9/1/2024

Q: Maya is a monthly employee. Maya was promoted and received a salary increase on 5/1/2024. When will Maya's merit increase become effective?

A: Maya's merit increase will be delayed until 11/1/2024

Q: I received an overall performance rating of "Needs Improvement" on my FY24 performance evaluation. Am I eligible for a merit pay increase?

A: No, employees with an unsatisfactory performance evaluation (e.g., an overall rating of "not meeting expectations" or "needs improvement") are not eligible for a merit increase.

Q: I am still within my six-month probationary period. Am I eligible for a merit increase?

A: No, employees with less than six months of service are not eligible for a merit pay increase. Employees must be hired prior to 3/1/2024 to be eligible for a FY24 merit increase.

Q: