

**2004**

**Pay-for-Performance**

**Progression Rates through Pay Grades**

Pay grade ranges are adjusted annually based on market survey results. Progression rates through the pay grade ranges is determined by City Council.

Employee progression through the pay grade ranges is based on performance and market rate adjustments are built into the performance increase.

Performance Rating	Total Salary Performance Increase
Achieved Objectives	1% + 3% market rate adjustment for a total increase of 4%
Developmental	0% + 3% market rate adjustment for a total increase of 3%
Did not meet objectives	0%