

	Existing			Proposed
GPA	Budgeted			N/A
P4P	Carry-over			Budgeted
Effective Dates:				
GPA	1-Jan			N/A
P4P	1-May Retro to 1/1			1-Jan
		Below	Above	
P4P Adj	Below 60%	0	0	Formula-based on PE score
	60-75%	0.5	0	No differentiation of below or above
	75-90	1	0.5	Varies
	90-100	1.5	1	
PE Scale	4 point			3 point (approved)
PE Score	Paid the same within a wide range Paid differently based on being above or below control point			Paid differently based on score level
Ratings	Below Target On-Target Above Target Exemplary			Inconsistent Consistent Exceptional
New hires or mid year transfers	Not Eligible			Eligible
Department Flexibility	No flexibility			Flexibility for bonus

Example-P4P

Grade I	Minimum	Control Point	Maximum
	\$21.87	\$27.34	\$32.81
GPA=2%	\$22.31	\$27.89	\$33.47

Base	GPA	P4P	Total
	2%	2%	4%

Employee Rate of \$25/hour \$25.00 \$25.50 \$26.01

PE Score = 80%

Base	2%	1%	3%
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Employee Rate of \$28/hour \$28.00 \$28.56 \$28.85

PE Score = 80%

P4P = 2%	Under	2% P4P	Over	2% P4P
90-100%	1.5	3%	1	2%
75-89%	1	2%	0.5	1%
60-74%	0.5	1%	0	0
<60%	0	0	0	0

Class & Compensation Exercise - 2017

Employee – Employee Name.

Base Hourly Rate – Hourly rate of pay.

Control Point – Control Point within the employee's pay range for their position.

Status of Control Point – Indicates above or below control point. Provided for your information only.

% Above/Under CIP - % above or under control point. Allows you to track if a person has hit the maximum within their pay range of 120%. At this point base increases to wages are not allowed and must be paid out in a lump sum.

PE Score – The score you rate the employee on their Neo Gov Performance Evaluation. Department Directors enter this information annually.

Rating Spread – Based on the employee's PE score, this column auto populates per the chart below. This is utilized to create spread in pay increases. Without this there is minimal separation between a high PE score and a low PE score.

PE Factor – Base Hourly Rate (X) PE Score (X) Rating Spread.

PE % Available from Total Available – PE Factor / the Total PE Factor (Used to determine % of allocated funds employee to receive based on funding available).

Employee Annual Increase – Employee Annual Salary adjustment.

Employee Annual Current – Employee's Current Annual Salary.

Employee Annual New – Employee's New Annual Salary.

% Increase – Percentage increase to Annual Salary.

Hourly PE Increase – Hourly increase to Annual Salary.

New Base Hourly Rate – New Hourly Rate of Pay.

Example Class & Compensation Exercise - 2017

Employee	Base Hourly Rate	Control Point	Status to Control point	% Above/Under CP	PE Score	Rating Spread	PE Factor	PE % Available from Total Available	Employee (Annual) Increase	Employee (Annual) Current	Employee (Annual) New	% Increase	2017 P4P Increase	Hourly P4P Increase	New Base Hourly Rate
EMPLOYEE 1	28.53	31.70	Under	-11.11%	80.00%	2.0	45.85	3.32%	\$1,555.94	\$59,342.40	\$60,898.34	2.62%	2.00%	\$0.47	\$28.25
EMPLOYEE 2	25.14	25.14	Under	-6.88%	80.00%	2.0	37.60	2.73%	\$1,281.82	\$48,680.00	\$50,181.82	2.62%	2.00%	\$0.62	\$24.52
EMPLOYEE 3	25.14	27.24	Under	-15.95%	80.00%	2.0	37.73	2.74%	\$1,285.99	\$52,891.20	\$55,692.28	2.62%	2.00%	\$0.68	\$25.80
EMPLOYEE 4	24.03	27.24	Over	4.45%	80.00%	2.0	38.45	2.78%	\$1,310.53	\$49,882.40	\$51,292.93	2.62%	2.00%	\$0.83	\$24.66
EMPLOYEE 5	22.44	22.96	Under	-2.32%	80.00%	2.0	35.80	2.61%	\$1,223.81	\$43,575.20	\$44,799.01	2.62%	2.00%	\$0.59	\$23.03
EMPLOYEE 6	24.03	22.96	Over	4.45%	80.00%	2.0	40.83	2.87%	\$1,381.78	\$53,081.60	\$54,473.38	2.62%	2.00%	\$0.68	\$24.95
EMPLOYEE 7	25.52	25.14	Over	1.49%	80.00%	2.0	40.83	2.79%	\$1,310.53	\$53,981.60	\$54,473.38	2.62%	2.00%	\$0.51	\$25.18
EMPLOYEE 8	25.52	25.14	Over	4.45%	80.00%	2.0	38.45	2.79%	\$1,310.53	\$49,882.40	\$51,292.93	2.62%	2.00%	\$0.67	\$25.18
EMPLOYEE 10	24.03	22.96	Over	-2.32%	80.00%	2.0	35.80	2.61%	\$1,223.81	\$43,575.20	\$44,799.01	2.62%	3.00%	\$0.59	\$23.03
EMPLOYEE 11	22.44	22.96	Under	4.95%	80.00%	2.0	38.82	2.81%	\$1,316.58	\$50,211.20	\$51,527.73	2.62%	2.50%	\$0.80	\$24.72
EMPLOYEE 12	27.73	31.70	Under	-14.32%	80.00%	2.0	44.37	3.22%	\$1,512.31	\$57,678.40	\$59,190.71	2.62%	3.00%	\$0.83	\$28.48
EMPLOYEE 13	28.53	31.70	Under	-11.11%	80.00%	2.0	45.85	3.32%	\$1,555.94	\$59,342.40	\$60,898.34	2.62%	3.00%	\$0.75	\$28.25
EMPLOYEE 14	33.24	31.70	Over	4.83%	80.00%	2.0	53.18	3.86%	\$1,812.81	\$69,139.20	\$70,952.01	2.62%	2.50%	\$0.87	\$34.11
EMPLOYEE 15	33.24	31.70	Over	-5.11%	80.00%	2.0	31.63	2.20%	\$1,078.20	\$41,121.60	\$42,199.80	2.62%	3.00%	\$0.59	\$30.20
EMPLOYEE 16	19.77	20.78	Under	-8.87%	80.00%	2.0	60.55	4.40%	\$2,084.23	\$78,728.00	\$80,792.23	2.62%	3.00%	\$1.14	\$20.66
EMPLOYEE 17	36.86	40.45	Under	-10.44%	80.00%	2.0	58.65	4.26%	\$1,868.33	\$78,252.80	\$79,252.13	2.62%	3.00%	\$1.10	\$37.80
EMPLOYEE 18	28.32	27.34	Over	3.45%	80.00%	2.0	45.31	3.29%	\$1,544.48	\$58,905.60	\$60,450.09	2.62%	2.50%	\$0.74	\$28.48
EMPLOYEE 19	28.10	29.65	Under	-13.10%	80.00%	2.0	41.78	3.03%	\$1,428.42	\$54,288.00	\$55,711.42	2.62%	3.00%	\$0.78	\$28.32
EMPLOYEE 20	43.26	42.65	Over	1.39%	80.00%	2.0	69.20	5.03%	\$2,359.75	\$93,368.00	\$95,723.75	2.62%	3.00%	\$1.13	\$44.39
EMPLOYEE 21	38.88	40.45	Under	-10.34%	80.00%	2.0	58.42	4.28%	\$1,868.33	\$78,252.80	\$79,252.13	2.62%	3.00%	\$1.28	\$38.88
EMPLOYEE 22	33.23	40.45	Under	-14.72%	80.00%	2.0	58.42	4.10%	\$1,822.98	\$75,540.80	\$76,363.78	2.62%	3.00%	\$1.23	\$33.92
EMPLOYEE 23	38.43	36.07	Over	0.89%	80.00%	2.0	58.29	4.23%	\$1,868.33	\$78,252.80	\$79,121.19	2.62%	3.00%	\$0.99	\$38.43
EMPLOYEE 24	25.64	25.14	Over	1.95%	80.00%	2.0	41.02	2.95%	\$1,398.33	\$53,291.20	\$54,729.53	2.62%	3.00%	\$0.77	\$25.93
EMPLOYEE 25	27.34	31.70	Under	-15.95%	80.00%	2.0	43.74	3.19%	\$1,461.05	\$56,887.20	\$58,348.25	2.62%	3.00%	\$0.72	\$27.34
EMPLOYEE 26	27.88	27.34	Over	2.59%	80.00%	2.0	44.77	3.25%	\$1,525.95	\$58,198.40	\$59,724.35	2.62%	3.00%	\$0.84	\$27.88
EMPLOYEE 27	30.24	27.34	Over	6.59%	80.00%	2.0	49.38	3.51%	\$1,648.20	\$62,889.20	\$64,548.40	2.62%	3.00%	\$0.81	\$30.24
EMPLOYEE 28	32.86	31.70	Over	3.83%	80.00%	2.0	52.74	3.83%	\$1,787.54	\$68,556.80	\$70,354.34	2.62%	3.00%	\$0.85	\$32.86
EMPLOYEE 29	33.72	34.85	Under	-2.74%	80.00%	2.0	53.86	3.82%	\$1,839.17	\$70,144.36	\$71,983.53	2.62%	3.00%	\$1.18	\$34.85
EMPLOYEE 30	860.58	888.49					1,378.83	100.00%	\$48,933.75	\$1,780,013.18	\$1,838,848.91			\$49,933.75	\$878.80
AVERAGE	28.69	57.32			80.00%			3.33%	\$1,584.46	\$59,887.11	\$61,231.56	2.82%		\$0.75	\$28.69

Instructions:
 1) Fill in Employee PE Score
 2) Enter Major Allocation
 3) Enter Bonus Allocations if applicable

Rating Factor	Rating Spread
Loss then 70%	0.0050
70.0-74.9	0.0100
75-78.9	0.0150
80-84.9	0.0200
85-88.9	0.0250
90-94.9	0.0300
95-100	0.0350

Major Allocation	Bonus Allocation
1	\$
2	\$
3	\$
Bonus Total	\$

80.00% PE Score. 100.00% Bonus Allocation