

FY09 Compensation Matrix for AIS Division									
Quartile Distribution	Performance Evaluation Scores							Row Totals	% of Total
	4.5-5	4.25-4.49	4-4.24	3.3-3.99	3-3.29	2 - 2.99	1 - 1.99		
Q4	4.75% 1	4.00% 3	3.25% 12	2.50% 18	2.00% 5	0.00% 0	0.00% 0	39	14.44%
Q3	5.50% 5	4.75% 5	4.00% 17	2.75% 33	2.25% 4	0.00% 0	0.00% 0	64	23.70%
Q2	6.25% 6	5.50% 0	4.75% 19	3.25% 28	2.50% 7	0.00% 0	0.00% 0	60	22.22%
Q1	7.15% 9	6.40% 5	5.62% 20	4.00% 41	3.50% 30	0.00% 1	0.00% 1	107	39.63%
Totals	21	13	68	120	46	1	1	270	
% of Total	7.78%	4.81%	25.19%	44.44%	17.04%	0.37%	0.37%		

Above, please find a chart which shows the FY09 compensation matrix used to determine salary increases for all departments in the Administrative & Information Services division. The matrix uses equity and performance to determine individual pay raises. The equity portion of the matrix is represented by the quartiles, which are listed vertically, and is defined as the position in the pay range (how your salary compares to the job's "market" pay level). Performance is determined by your annual performance evaluation and results in a cumulative score between 1 (lowest) and 5 (highest). The above matrix summarizes our division as a whole and you can see the overall picture of the new compensation structure. The percentage at the top of each box is the percentage of pay increase for that quartile and score; the number below the percentage is the number of employees in the division that received who fall into that cell. For example, if you received a performance appraisal score of 4.21 and are in Quartile 2, you are in good company as you would be one of 19 people in our Division who received a similar appraisal and are in the same quartile, also earning a 4.75% raise for FY09.