

In consultation with Management Associations, the payout matrix for 2014 has been modified to provide for a 1 percent award for employees receiving a rating of 2 or 3, the remainder of the matrix remains unchanged. This applies for all non-bargaining employees. Information pertaining to Pay-for-Performance or PES can be found on the Blue Page by selecting *Human Resources* then *Pay for Performance*.

(3) 1.0%	(6) 3.0%	(9) 5.0%	(12) 7.0%	(15) 9.0%
(2) 1.0%	(5) 2.5%	(8) 4.5%	(11) 6.5%	(14) 8.5%
(1) 0.0%	(4) 2.0%	(7) 4.0%	(10) 6.0%	(13) 8.0%