

Minnesota Valley Transit Authority

Compensation

Annual adjustment “COLA” is determined by MVTA Board:

2007	2008	2009	2010	2011	Proposed 2012
3%	3%	3%	0	0	1%

**COLA amount must be consistent for all staff including the Executive Director.*

Merit Adjustment Range as it relates to the score of Performance Evaluation:

Merit Adjustments are determined by MVTA Board.

(Amount determined based on budget, policy for merit pay, and/or ability to pay)

Reflects practice for 2008 & 2009:

Overall Rating	Merit Pay Range
Rating of 5 (Outstanding)	4.2% - 5.0%
Rating between 4.5 – 5.0 (Exceeds Expectations)	3.1% - 4.1%
3.6 – 4.4 (Exceeds Expectations)	2.1% - 3.0%
3 -3.5 (Meets Expectations)	0.0% - 2.0%

Reflects practice for 2010 & 2011:

Overall Rating	Merit Pay Range*
Rating of 5 (Outstanding)	0% - 5.0%
Rating between 4.5 – 5.0 (Exceeds Expectations)	0% - 4.0%
3.6 – 4.4 (Exceeds Expectations)	0% - 3.0%
3 -3.5 (Meets Expectations)	0% - 2.0%

PROPOSED for 2012:

Overall Rating	Merit Pay Range*
Rating of 5 (Outstanding)	0% - 4.0%
Rating between 4.5 – 5.0 (Exceeds Expectations)	0% - 3.0%
3.6 – 4.4 (Exceeds Expectations)	0% - 2.0%
3 -3.5 (Meets Expectations)	0% - 1.0%

**merit pay assigned must maintain a consistency between each range for all staff including Executive Director*