UCI Merit Program

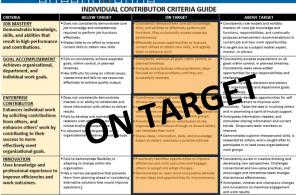
Requirements

- 1. An employee must have demonstrated merit level behaviors in at least three of the four criteria listed in a specific level to be recommended for that merit level (see 2 exceptions).
- 2. The four criteria are weighted equally as all are critical to achieving UCI's strategic goals.
- 3. Managers and supervisors must use performance feedback documented and discussed with the employee during the merit period to support the recommended merit level.

Notes

- Same examples apply to the People Manager Criteria Guide.
- For further explanation regarding each example, please view the Merit Information webinars on the In-Person Training page or contact your department HR representative.

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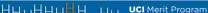


INDIVIDUAL CONTRIBUTOR CRITERIA GUIDE GOAL ACCOMPLISHMEN Administration of the control o individual work goals. by soliciting contribution from others, and success to more effectively meet INNOVATION

Merit Level Determination Examples

INNOVATION









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