



Merit Is

Subject to Available Budget.

Meant to differentiate (recognize) employee performance.

Meant to be discussed throughout the year so expectations and performance standards are understood.

Meant to be discussed throughout the year so that the employee understand how their performance compares across the group.

Merit Isn't

Meant to correct pay inequities

Subject to comparison across a pool of employees reporting to different managers.

Meant to provide additional income for significant changes in job duties.

Meant to reward longevity.

Meant to correct worth of a position as compared to similar positions in a market.

Meant to adjust for cost of living.

Visit <http://hr.uci.edu/partnership/merit> for more resources