

BMEA Merit Matrix 2017 & 2018

Performance Distribution	Salary Range Distribution			
	Lower Third	Middle Third	Upper Third	At/Over Max.
Exceeds our High Expectations	5.00%	4.00%	3.00%	2.00% Bonus
Fully Meets our High Expectations	3.50%	3.00%	2.50%	2.00% Bonus
Meets Core Responsibilities	2.50%	1.75%	1.50%	1.00% Bonus
Does Not Meet Expectations	0.00%	0.00%	0.00%	0.00%