

Performance Level Description	FY 2015 Merit Matrix	FY2015: Lump-Sum Merit For Employees at Range Maximum But Less Than 10% Above Range Maximum
	Merit % - 2.50% Target (0 - 4%)	FY15 Lump-Sum Merit Award
Deficient, Poor Performer	0.00%	0.00%
Marginal Performer	0.00%	0.00%
Solid/Strong/Good Performer	1.00 - 2.40%	1.50%
Superior Performer	3.00 - 3.50%	2.00%
Top Performer (Role Model)	3.50 - 4.00%	2.00%
Deficient, Poor Performance Does not meet the majority of the expected standards for the position. Does not demonstrate knowledge or ability to perform assigned responsibilities. Does not take initiative or achieve results. Requires excessive supervision, direction and follow-up. Must demonstrate significant improvement toward satisfactory achievement of performance standards. Immediate improvement is essential.		
Marginal Performance Meets some but not all of the expected standards for the position. Does not consistently demonstrate knowledge or ability to perform assigned responsibilities. Does not achieve expected work results on a consistent basis. Requires more than expected amount of supervision, direction and follow-up. Must demonstrate continued improvement and consistent performance.		
Solid/Strong/Good Performance Consistently meets majority and sometime exceeds the expected standards for the position. Capable and knowledgeable in all or most areas of his or her work. Takes initiative and achieves in all or most areas Consistently and reliably attains expected results and demonstrates initiative. Requires an expected amount of supervision, direction and follow-up. Meets expectations consistently; fully qualified for position.		
Superior Performance Frequently exceeds the expected standards for the position. Demonstrates comprehensive understanding of work beyond job requirements. Demonstrates high degree of initiative and achievement. Requires minimal supervision, direction and follow-up and may serve as mentor or preceptor Work frequently exceeds the quantity and quality standards in areas of responsibility on a consistent basis. Errors in judgment are rare and seldom repeated.		
Top Performance (Role Model) Consistently exceeds the majority of expected standards for the position beyond regular expectations throughout the review cycle. Independently plans, anticipates problems, takes maximum initiative and takes appropriate action. Consistently demonstrates mastery of the skills and tasks involved in completing work. Consistently makes significant contributions and applies unique and exceptional application of knowledge and skills. Consistently sought out by others for assistance. Requires very minimal supervision, direction and follow-up and is often the mentor or preceptor. Role model for excellence with a strong potential for advancement. Thinks beyond the details of the job or project at hand and has a grasp of the "big picture".		