

GRID Facilities Department Meeting

July 11, 2007

Agenda

- Safety++
- Goal Assessments
- Other Business
- AOB

Safety++

- Please report work related injuries to your supervisor and the Medical Dept.
 - Includes first aid injuries
 - Supervisor will report to me.
- Machine Shop Safety Class??
 - Did anyone take this?
- Any Items??

Goal Assessments

- Schedule
 - July – do performance review
 - ???- get 2nd level approval
 - Aug – New Goals set
 - Sept - Oct – Feedback to employees
- Some changes
- Will be a session for employees

Goal Assessments

- Additional performance category
 - Outstanding
 - Excellent
 - Commendable
 - **Fully Competent**
 - Meets Minimal Expectations
 - Does Not Meet Expectations

Goal Assessments

- Fully Competent
 - Good, solid performance. Fulfills all position requirements and goals.

Goal Assessments

- Pay % increases now a range within the Zone and the Rating
 - All multiplied by 'n' – targeted % increase

Zone	D N M E	M M E	F C	Comm	Ex	Out
1	0	0-.5	.5-1.0	1.0-1.5	1.5-2.0	2.0-3.0
2	0	0-.25	.25-.75	.75-1.25	1.25-1.75	1.75-2.5
3	0	0-.15	.15-.25	.25-.75	.75-1.25	1.0-2.0

Goal Assessments

- Prorated increases for new employees -

Hire Date on or After ...	Hire Date on Before ...	# Months Credited	Pro-rated %
	July 15, 2006	12	100.00%
July 16, 2006	August 15, 2006	11	92.00%
August 16, 2006	September 15, 2006	10	83.00%

- Very rare red-lined employees
 - At maximum of FY08 grade range
 - Base pay may not exceed maximum
 - If Outstanding or Excellent, will get non-base lump-sum payment

Other Business

- CD Picnic – July 25, starting at noon
 - Kuhn Barn
- Lab - wide party – Aug 3, 3:30 – 6:30
 - WH Atrium

- Anything for me???