MOSCOW FOOD CO-OP

Performance Evaluation Raise Matrix

The raise matrix will be used to determine an employee raise at each evaluation. Employees in Pay group 1 and 2 will have an evaluation every 6 months. Employees in pay group 3 and 4 will have an annual evaluation.

To calculate a raise for an employee, determine what the percent would be according to their evaluation score and current pay. Multiply the current pay rate by the percent. Add that amount to the current pay rate to get the new pay rate.

Ex: current rate $9.50, evaluation score 3

$9.50 x 4% = .38 cents

$9.50 + .38 = $9.88 (new pay rate)

6 Month Performance Evaluation Raise Matrix: Pay Group 1 (Orange)				
	4 EE	3 ME	2 NI	1 BE
BOTTOM $9.50 - $10.82	5%	4%	3%	0%
MIDDLE $10.83 - $12.19	4%	3%	2%	0%
TOP $12.20 - $13.50	3%	2%	1%	0%
6 Months Performance Evaluation Raise Matrix: Pay Group 2 (Light Green)				
	4	3	2	1
BOTTOM $11.50 - $13.49	5%	4%	3%	0%
MIDDLE $13.50 - $15.49	4%	3%	2%	0%
TOP $15.50 - $17.50	3%	2%	1%	0%
Annual Performance Evaluation Raise Matrix: Pay Group 3 (Yellow)				
	4	3	2	1
BOTTOM $13.50 - $15.99	8%	6%	4%	0%
MIDDLE $16.00 - $18.49	6%	4%	3%	0%
TOP $18.50 - $21.50	4%	3%	2%	0%

Raises for pay group 4 (dark green) are determined based on employee performance, store performance, and department budget.