Staff Council Meeting
November 14th

Open Enrollment – by Friday, Nov 16th
Exceptional core services
Data dashboard
Operational improvements
Health benefits review
Talent acquisition
Onboarding
Employee Experience
Leadership
Diversity, Equity and Inclusion
Workforce planning
Proposed - Performance Review Practices to Support 2 Salary Cycles

**Cycle 1 - July 1 salary increase date**

The March 31\textsuperscript{st} annual performance deadline will remain in effect for employees with at least one position that is:

- Merit
- SEIU
- In UI Health Care
- In an Org selecting the July 1 salary increase date

**Cycle 2 - January 1 salary increase date**

A compliance period from January 1\textsuperscript{st} – December 31\textsuperscript{st}

- Non-bargaining P&S employees

A bridge period to facilitate the transition April 1, 2018 to December 31, 2019

The Mid-Year Adjustment Salary Application will be open November 28 through December 14.
For January 1, 2019 Salary Increases

Supervisors must first decide if the rating given in the period ending March 31, 2018 is still valid.

If the rating is valid --- Mid-Year Check-in
• E.g. no changes in performance
• Supervisor has a verbal conversation with the employee indicating their performance rating has not changed

If the rating needs to be changed --- Abbreviated Review
• E.g. changes in performance since the previous cycle ended)
• The supervisor will complete a new, abbreviated review prior to salary decisions taking place.

New Employees – Abbreviated Review
• If you have new employees who did not receive a review in the cycle ending March 31, 2018
• AND they are eligible & intend to give raise on January 1, 2019
  • hired less than 2 months prior to increase date are not eligible
  • hired 2-6 months prior to budget increase date will be eligible, unless stated otherwise in their offer letter.