

**The Johns Hopkins Health System Corporation & The Johns Hopkins Hospital
FY 2012 Salary Planning Guidelines**

**Pay For Performance Matrix
Effective: July 1, 2011**

	FAILED TO MEET (0) Rating	IMPROVEMENT NEEDED (1) Rating	MET EXPECTATIONS (2) Rating	EXCEEDED EXPECTATIONS (3) Rating	EXCEPTIONAL (4) Rating
OVERALL PERFORMANCE SCORE / POINTS	0 - .99	1.00 – 1.90	1.91 – 2.90	2.91 – 3.85	3.86+
BUDGETED DISTRIBUTION	.15%	1.0%	40.9%	48.7%	9.25%
% INCREASE WITHIN PAY RANGE	0%	0.50%	1.75%	2.00%	2.75%