

**Johns Hopkins Health System Corporation & The Johns Hopkins Hospital
FY 2009 SALARY PLANNING GUIDELINES**

**Pay For Performance Matrix
Effective: July 1, 2008**

	DOES NOT MEET EXPECTATIONS (1) Rating	PROFICIENT (2) Rating	HIGHLY PROFICIENT (3) Rating	OUTSTANDING (4) Rating
OVERALL PERFORMANCE SCORE / POINTS	0 - 1.8	1.81 - 2.50	2.51 - 2.69	2.70+
BUDGETED DISTRIBUTION	1.0%	31.0%	45.0%	24.0%
% INCREASE WITHIN PAY RANGE	0%	2.50%	3.25%	3.75%
AT OR ABOVE MAXIMUM	0%	1.5% Lump Sum *		

*** Calculated as a percent of the pay range maximum and not the employee's pay rate**