



## 2023 Merit Increase Program

### Frequently Asked Questions for Employees

*The following document contains frequently asked questions (FAQs) related to the 2023 Merit Increase Program. This document will be regularly updated as questions are received. Newly added questions will be reflected in red. Should you have any questions regarding the merit increase program, please reach out to your HR Business Center.*

**Q. How do I know if I am eligible for the merit program?**

A. Please refer to the [eligibility guidelines](#) for information on the program and eligibility. If you are unsure, talk with your supervisor.

**Q. Are OPS employees eligible for the merit program?**

A. No, current OPS employees are not eligible for the merit program. A&P, USPS, including those covered under the American Federation of State, County, and Municipal Employees (AFSCME) collective bargaining agreement, and out-of-unit Faculty must have been hired prior to 6/30/2022 to be eligible, provided that they meet all other eligibility criteria.

**Q. Are employees on an interim, visiting, or other time-limited appointment eligible?**

A. Yes, provided they meet all other eligibility criteria.

**Q. When will the merit increase appear on my paycheck?**

A. Merit increases will be effective March 17, 2023, and reflected on the April 7, 2023 paycheck.

**Q. How will I know if I was awarded a merit increase?**

A. You will receive a communication from your Manager, College or Division Head by April 1 if selected for a merit increase.

**Q. How is the merit program structured?**

A. Merit increase awards are based on employees' current salary grade position and performance, as well as college/division merit pool. This merit program seeks to reward and incentivize sustained high levels of contributions.

**Q. How much of an increase can I receive?**

A. Percentages and amounts will be dictated by employee performance (based on the 2022 performance evaluation), salary grade, and overall college/division merit pool.