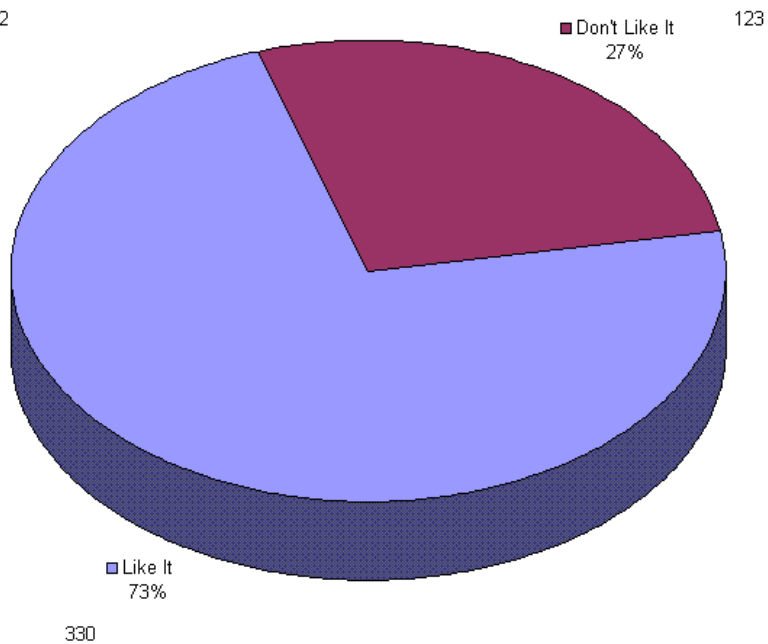


### Question 1 - Model 1 - 100% Merit Awarded to Individuals with an Overall Performance Rating of Exceptional, Impressive and Successful for the Next Three Years

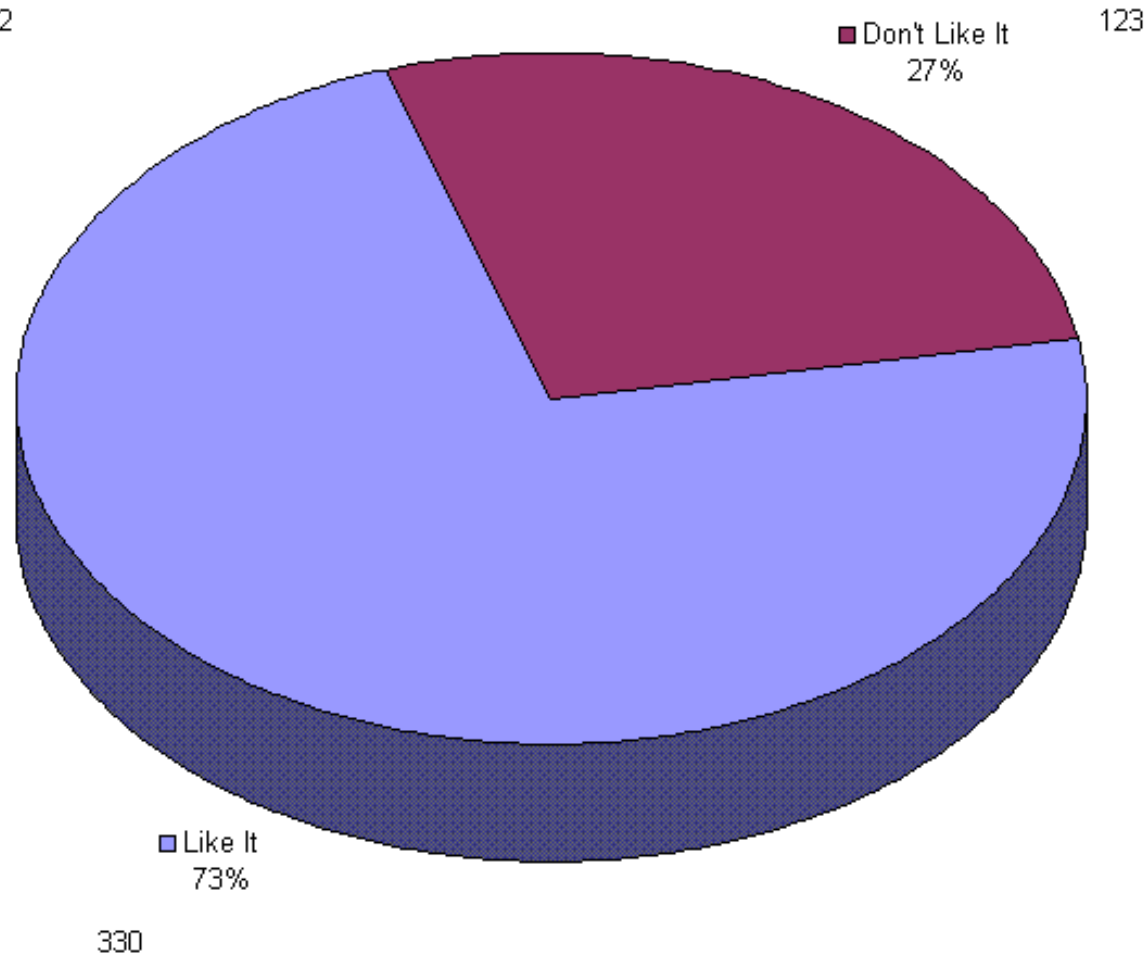
453 responded out of 472 returned surveys - Response Rate - 96%



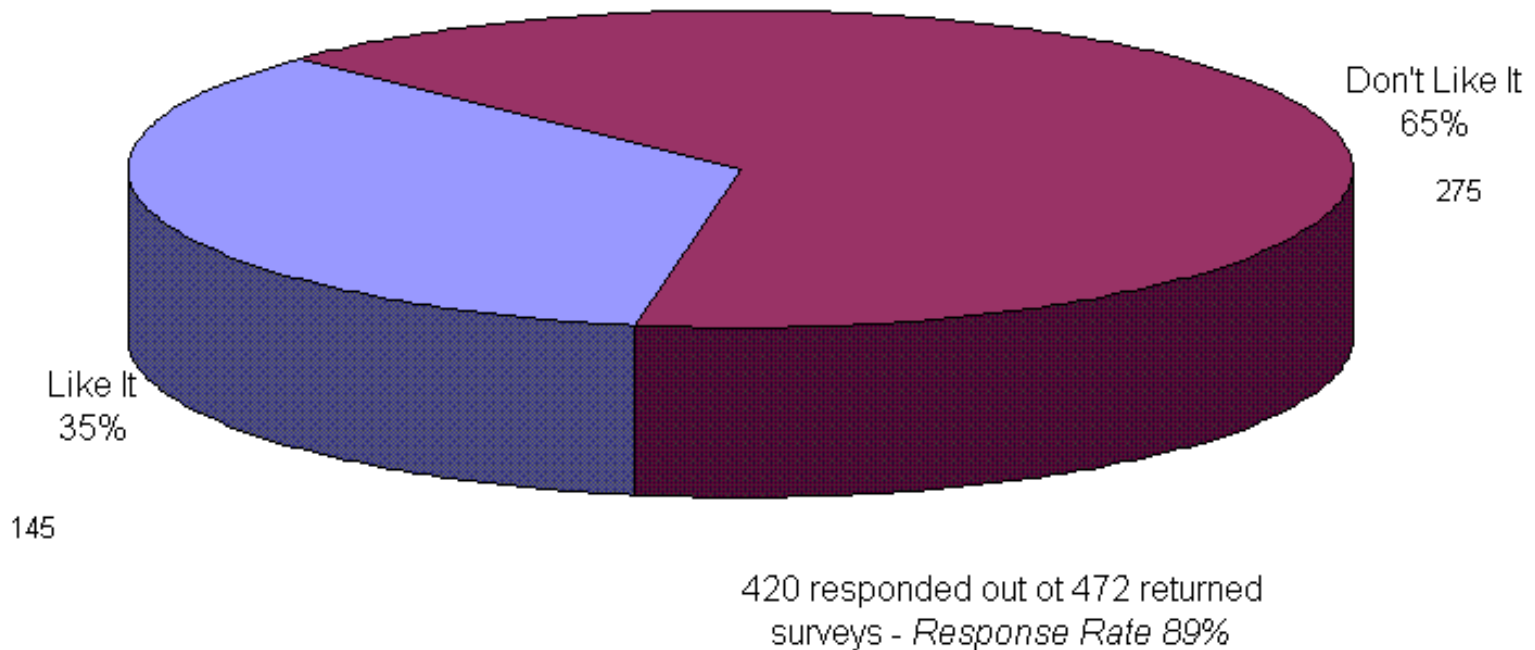
Question 1	Question 2	Question 3	Question 4	Question 5	Question 6	Question 7	Question 8	Question 9	Question 10	question 11	Question 12	Question 13	Question 14	Question 15	Response Rate	Tally Sheet
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### Question 1 - Model 1 - 100% Merit Awarded to Individuals with an Overall Performance Rating of Exceptional, Impressive and Successful for the Next Three Years

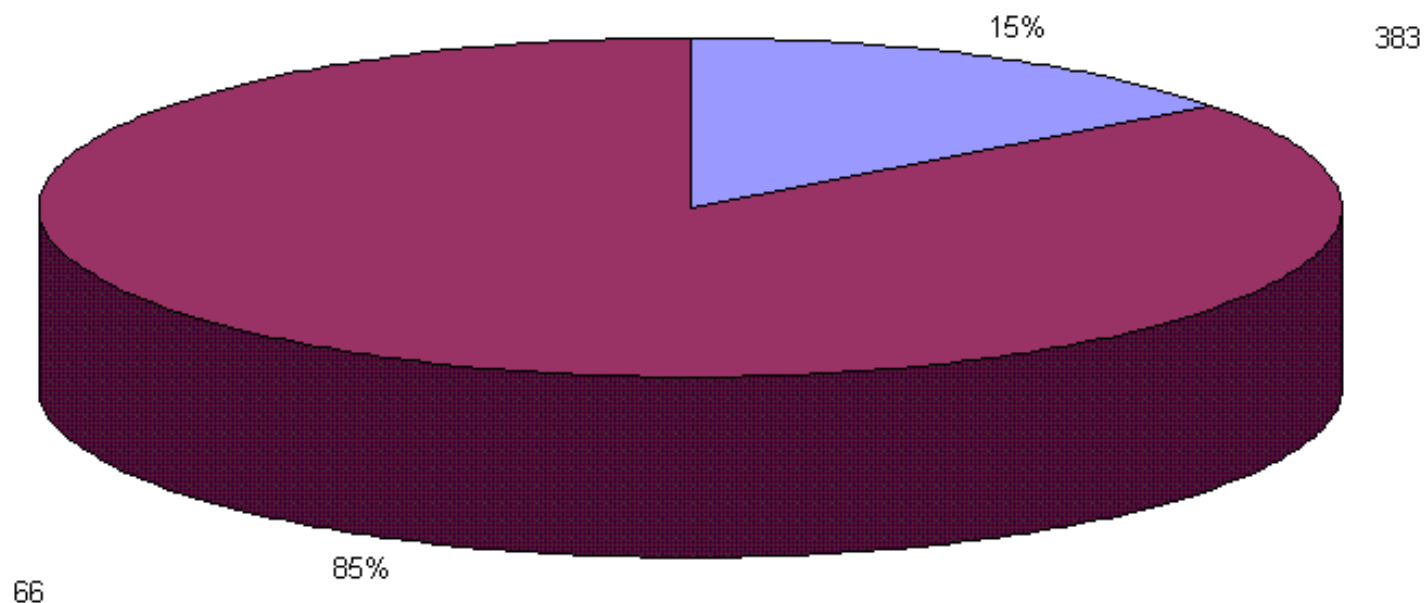
453 responded out of 472 returned surveys -  
Response Rate - 96%



**Question 2 - Model 2 - Provides Different Percentages of Merit to Individuals with an Overall Performance Rating of Successful Receiving 50% Merit in Years 1 and 2 and 25% in Year 3 While Impressive and Exceptional Receive 100% Merit in Each Year**

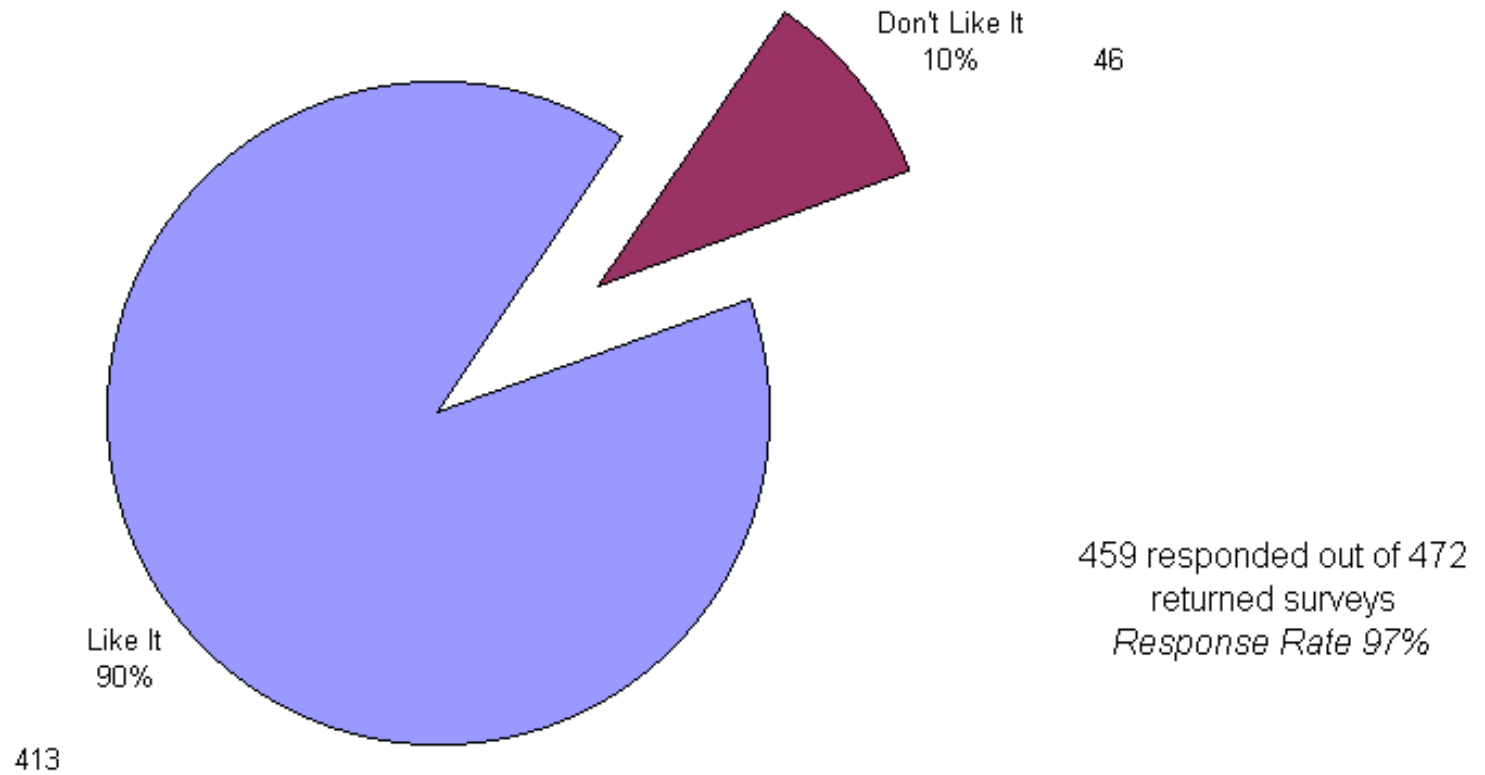


**Question 3 - Model 3 - Provides Different Percentages of Merit to Individuals with an Overall Performance Rating of Successful Receiving 50% Merit in Year 1 and 0% in Years 2 and 3 While those Impressive and Exceptional Receive 100% Merit Each Year**



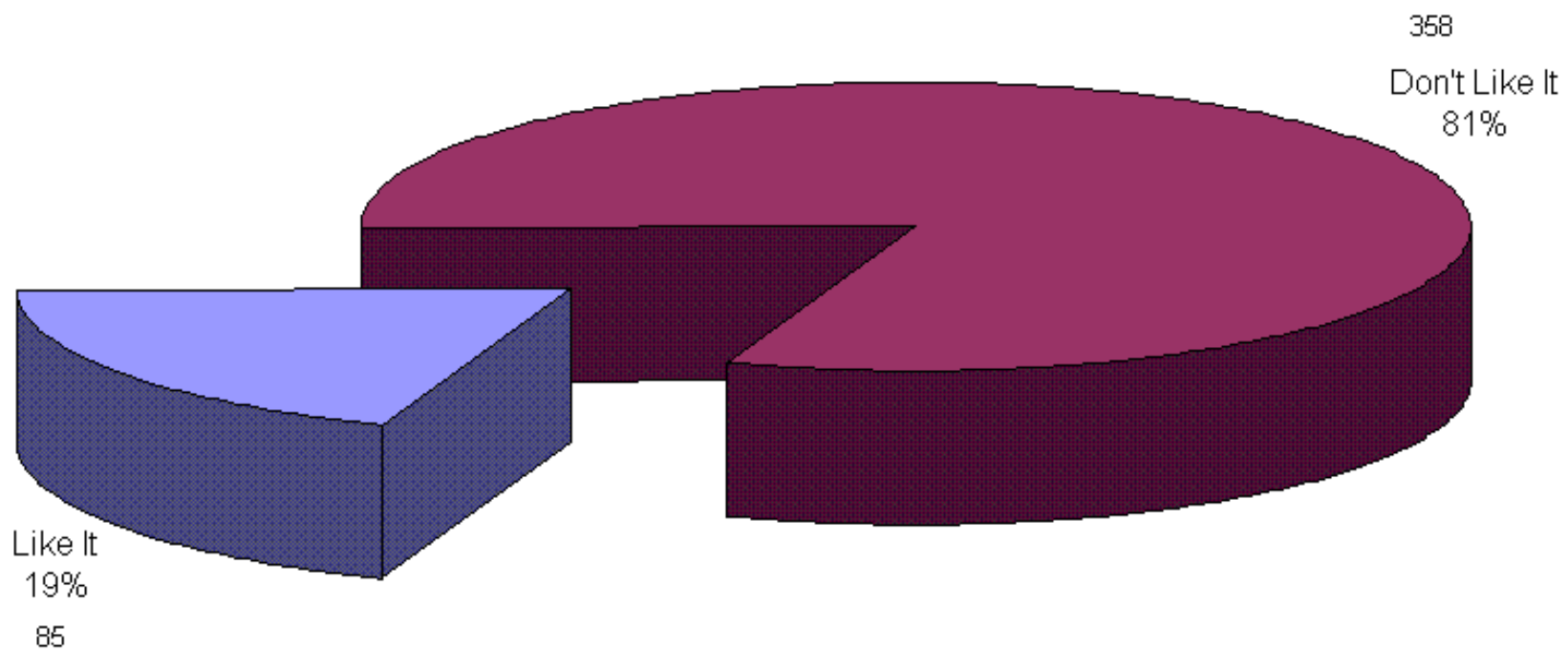
449 responded out of 472 returned surveys  
*Response Rate - 95%*

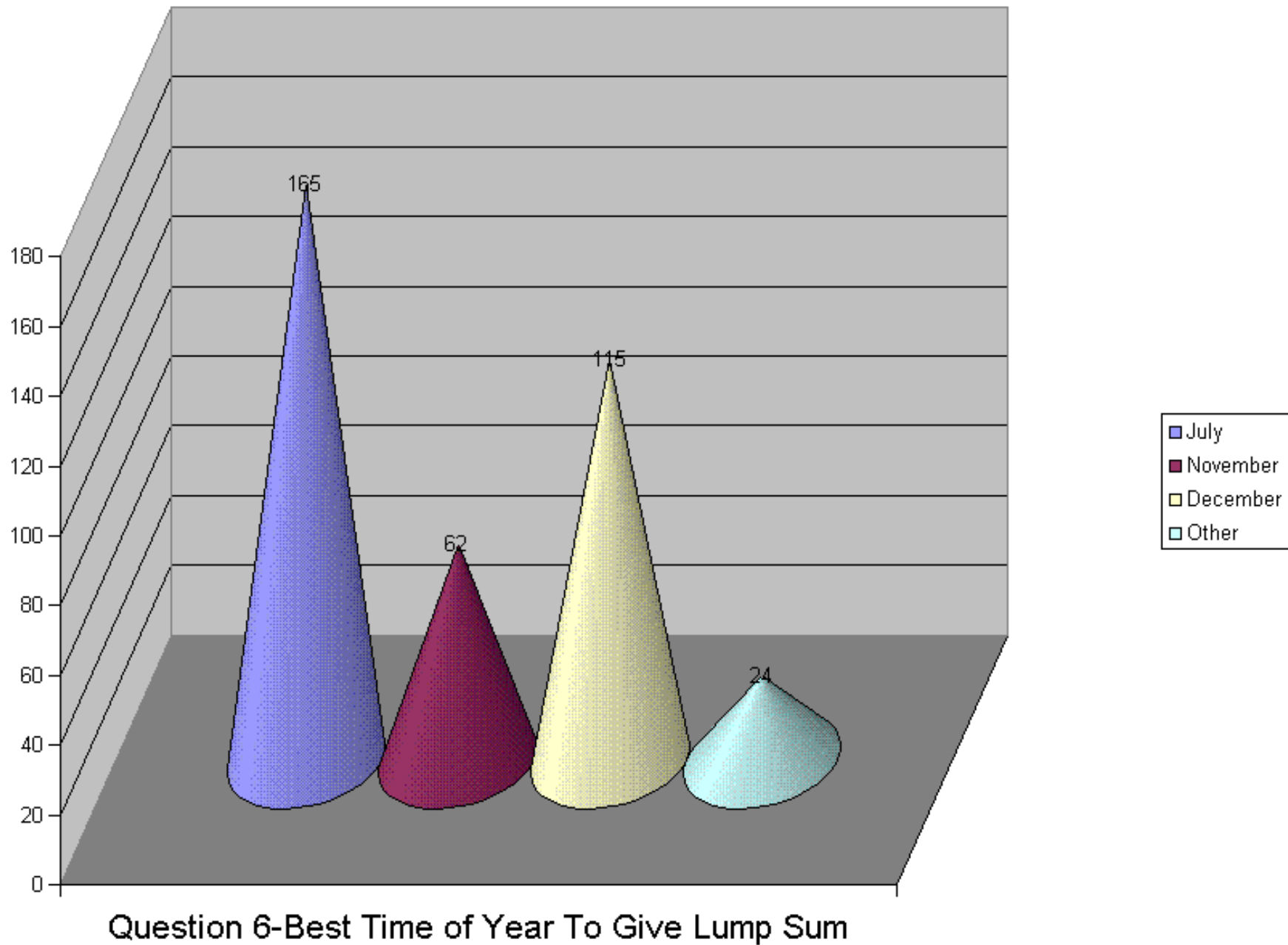
### Question 4 - Merit Awarded Be Added To Base



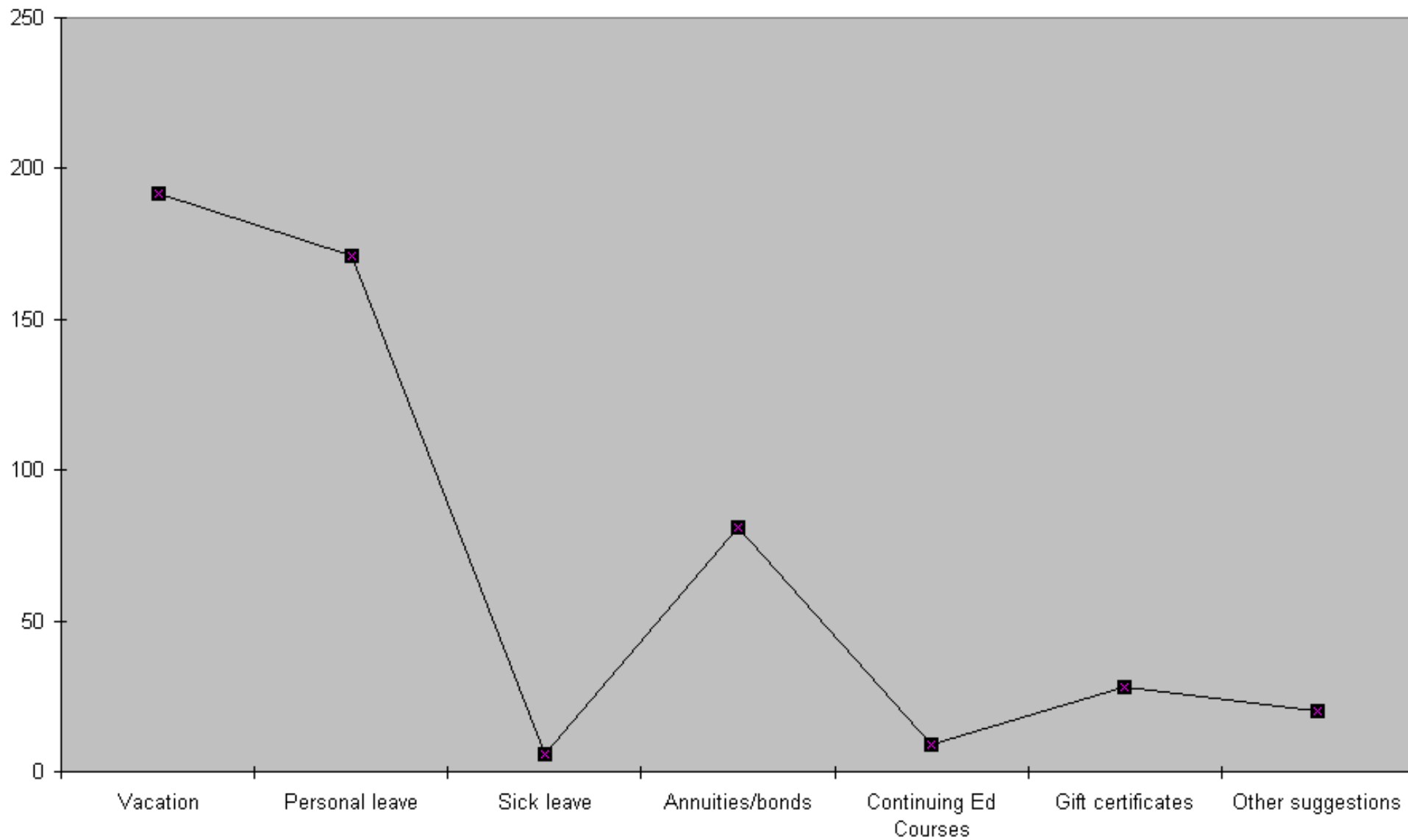
### Question 5 - Merit Awarded as a Lump Sum

443 responded out of 472 returned surveys  
*Response Rate 94%*

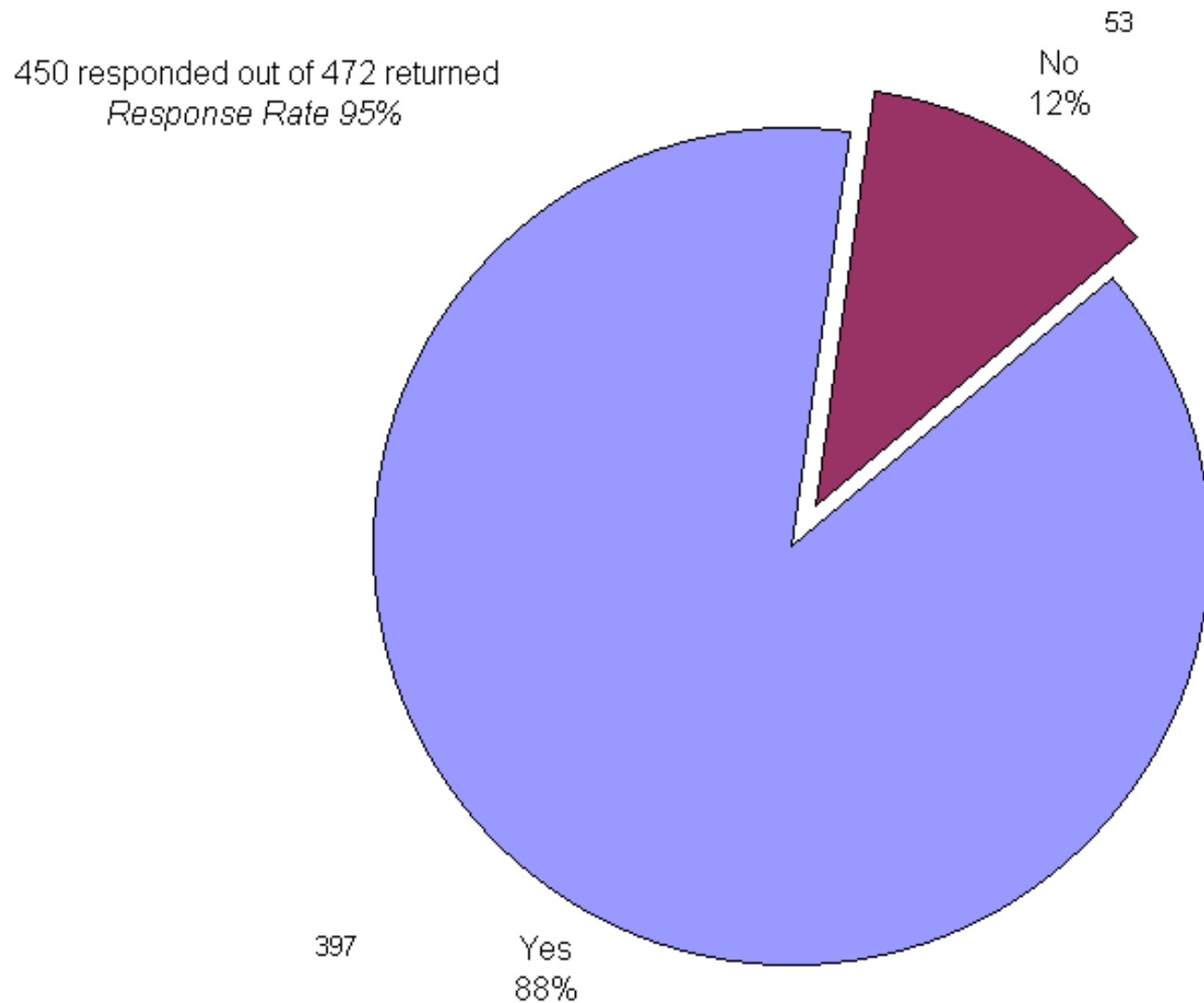




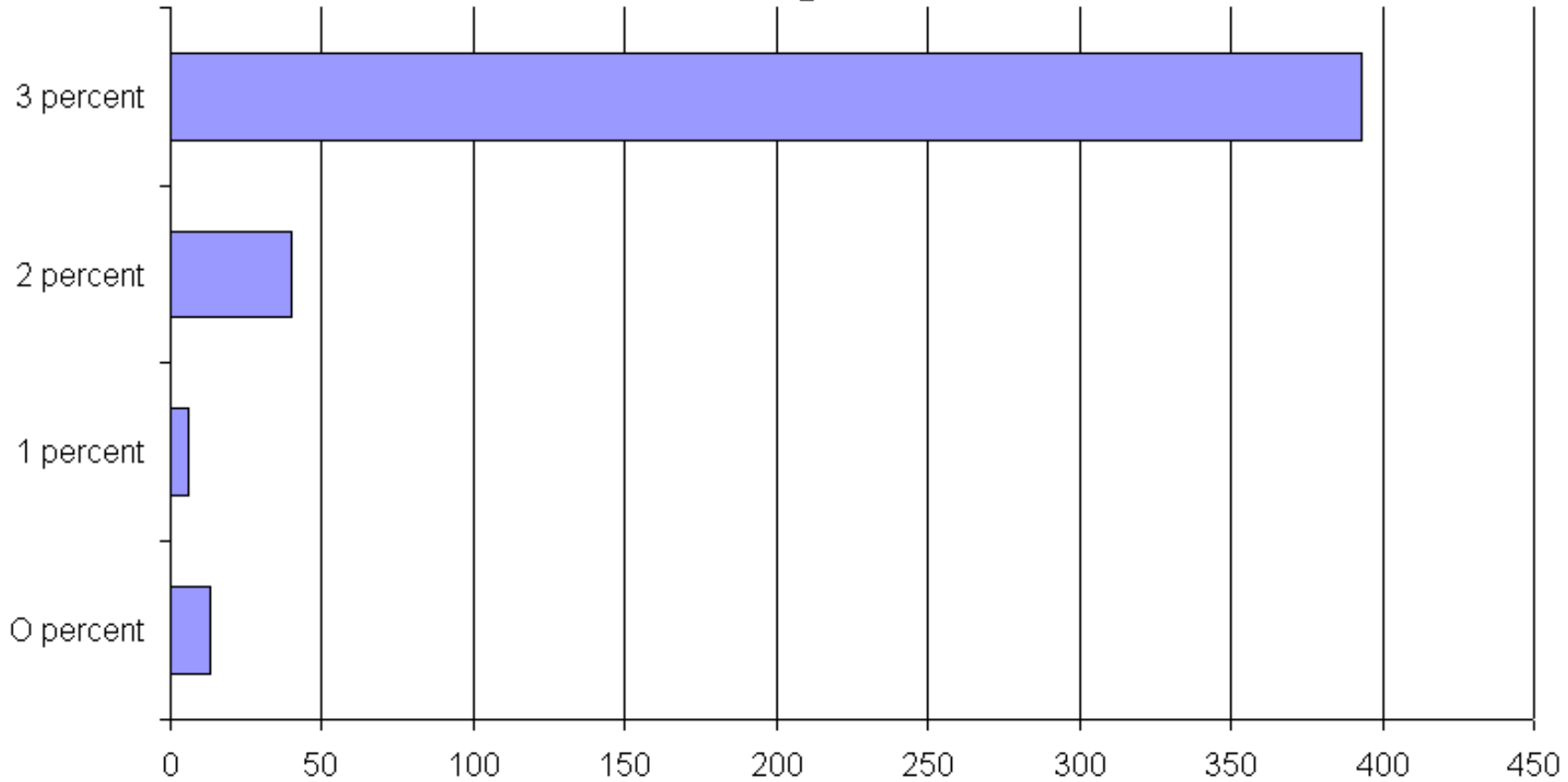
### Question 7 - Type of Reward Mechanisms Preferred if No Merit Increase



## Question 8 - Should There Be An Across the Board Increase?

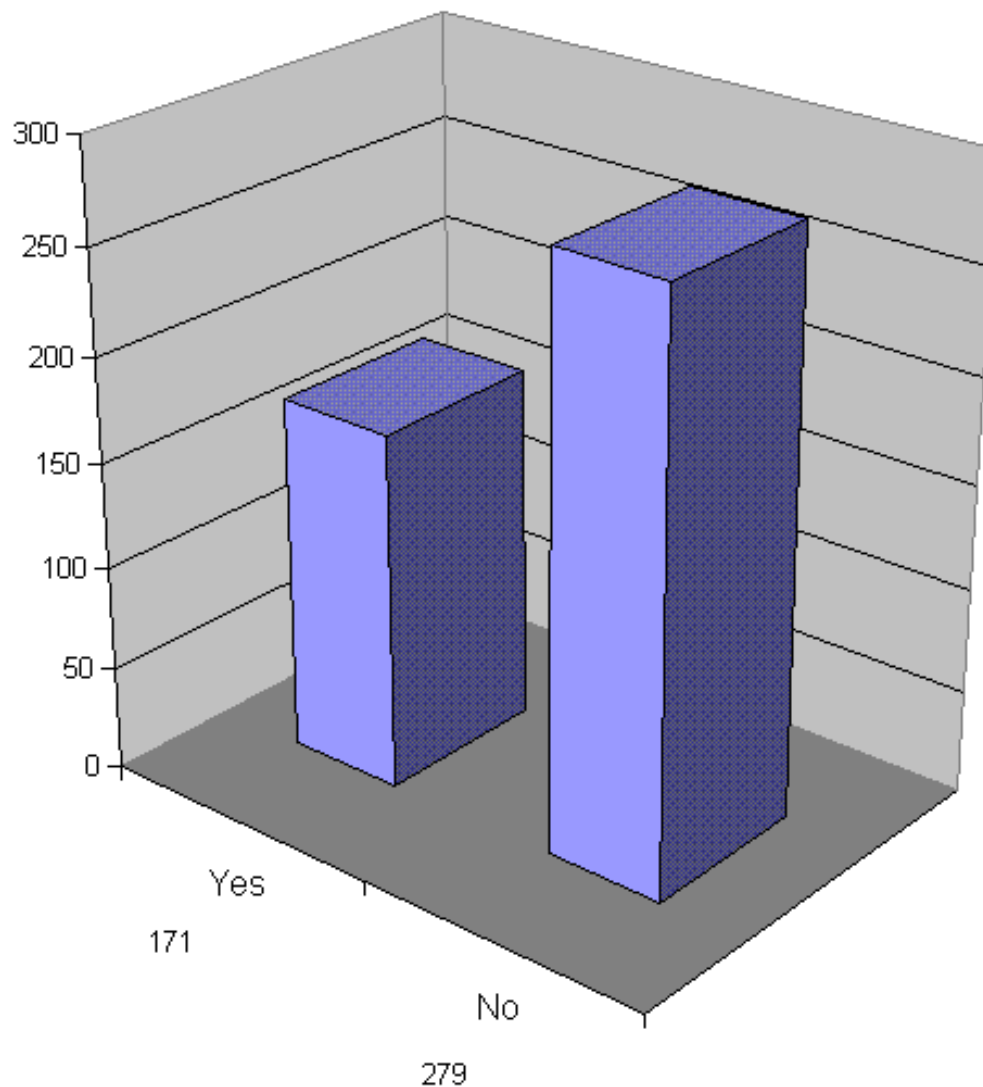


### Question 9 - Wage Threshold for Across the Board Component of Wage Increase



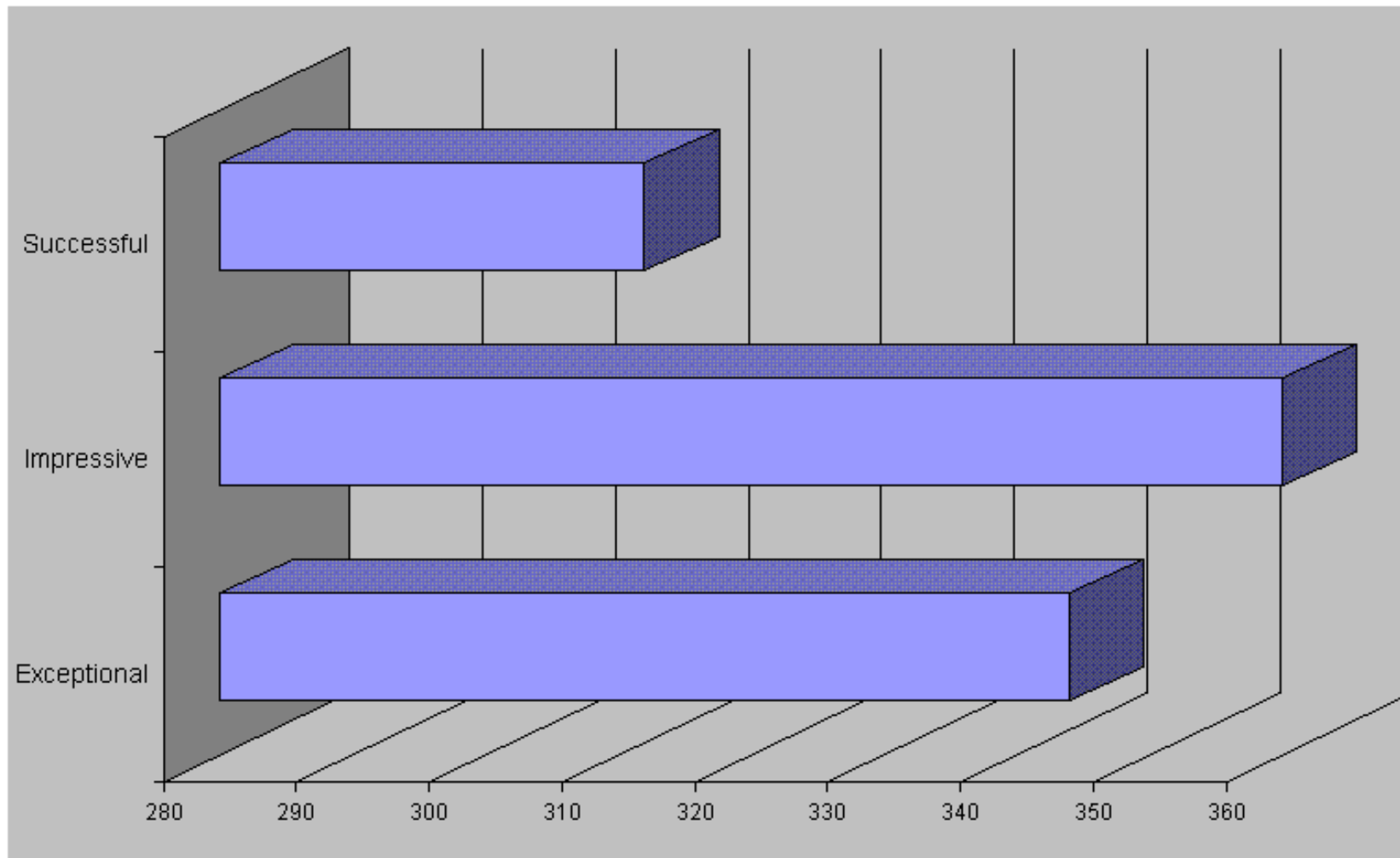
452 responded out of 472 returned surveys - *Response Rate 96%*

### Question 10 - Should Employees with Overall Rating of Unsatisfactory Receive Across the Board Increase?

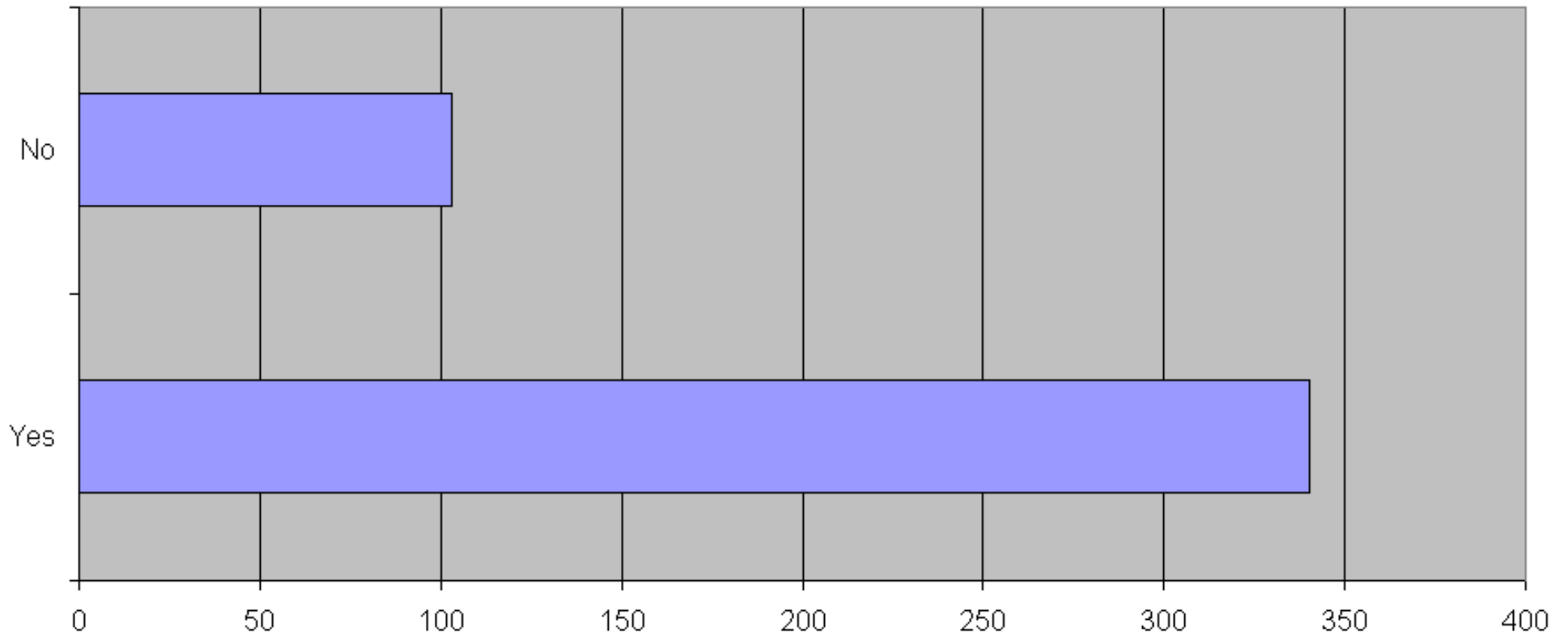


450 responded out of 472  
returned surveys  
*Response Rate 95%*

### Question 11 - Overall Rating Deserving of Merit (mark all that apply)



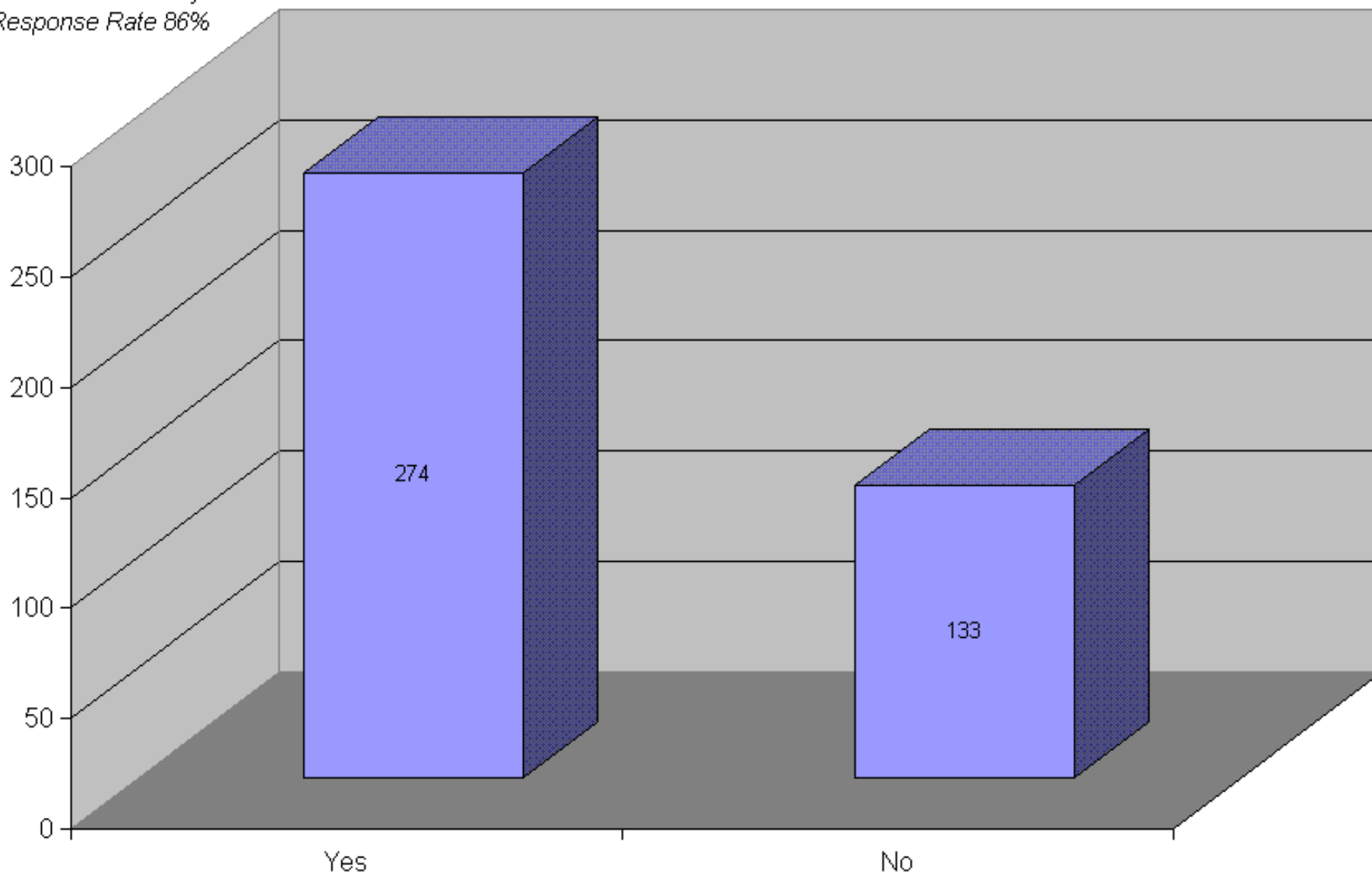
## Question 12- Do You Believe You Were Evaluated Equitably With New Form?



443 responded out of 472 returned surveys  
*Response Rate 94%*

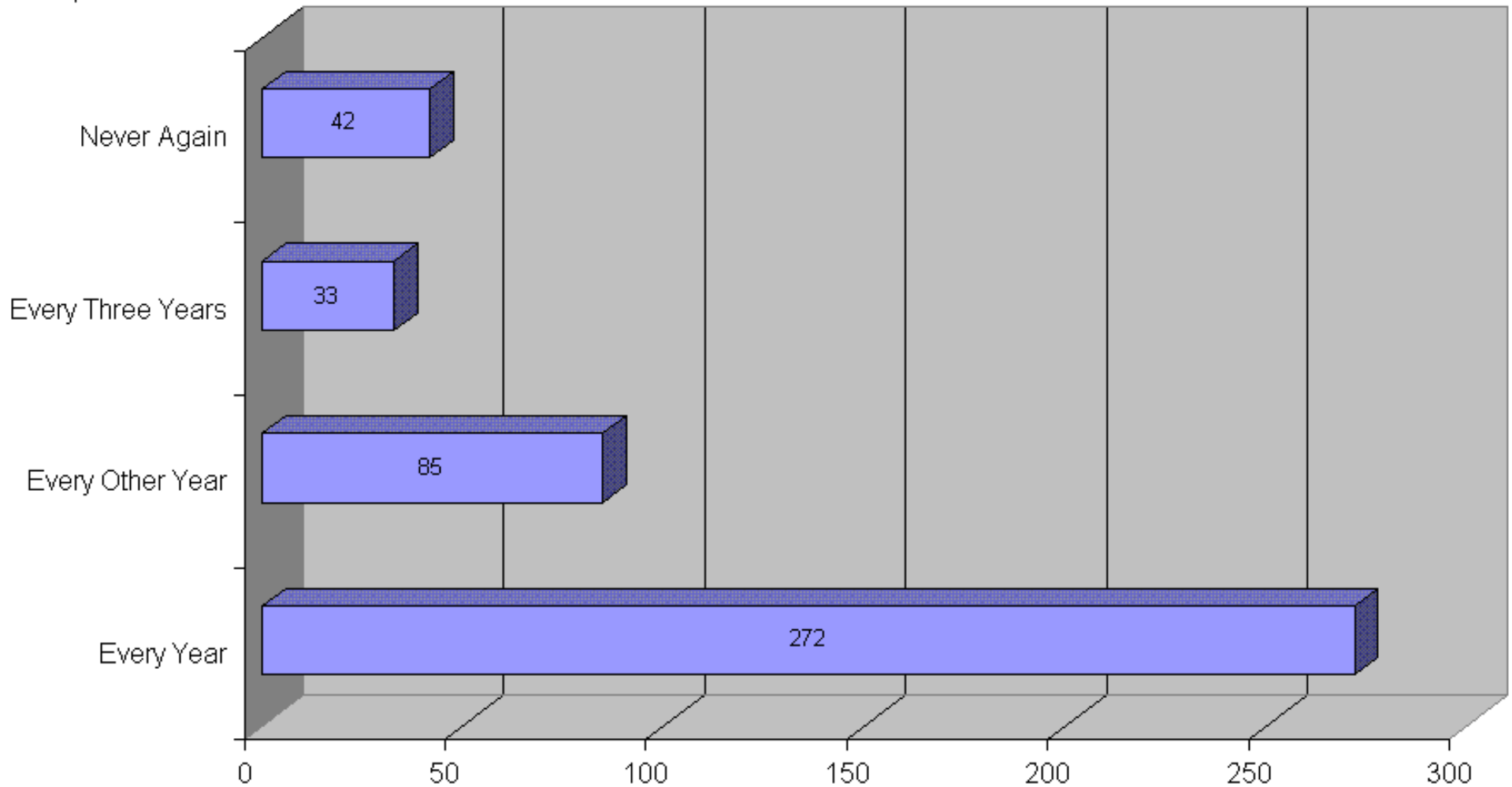
## Was the Total Compensation Report Valuable to You

407 responded out of  
472 returned surveys  
Response Rate 86%

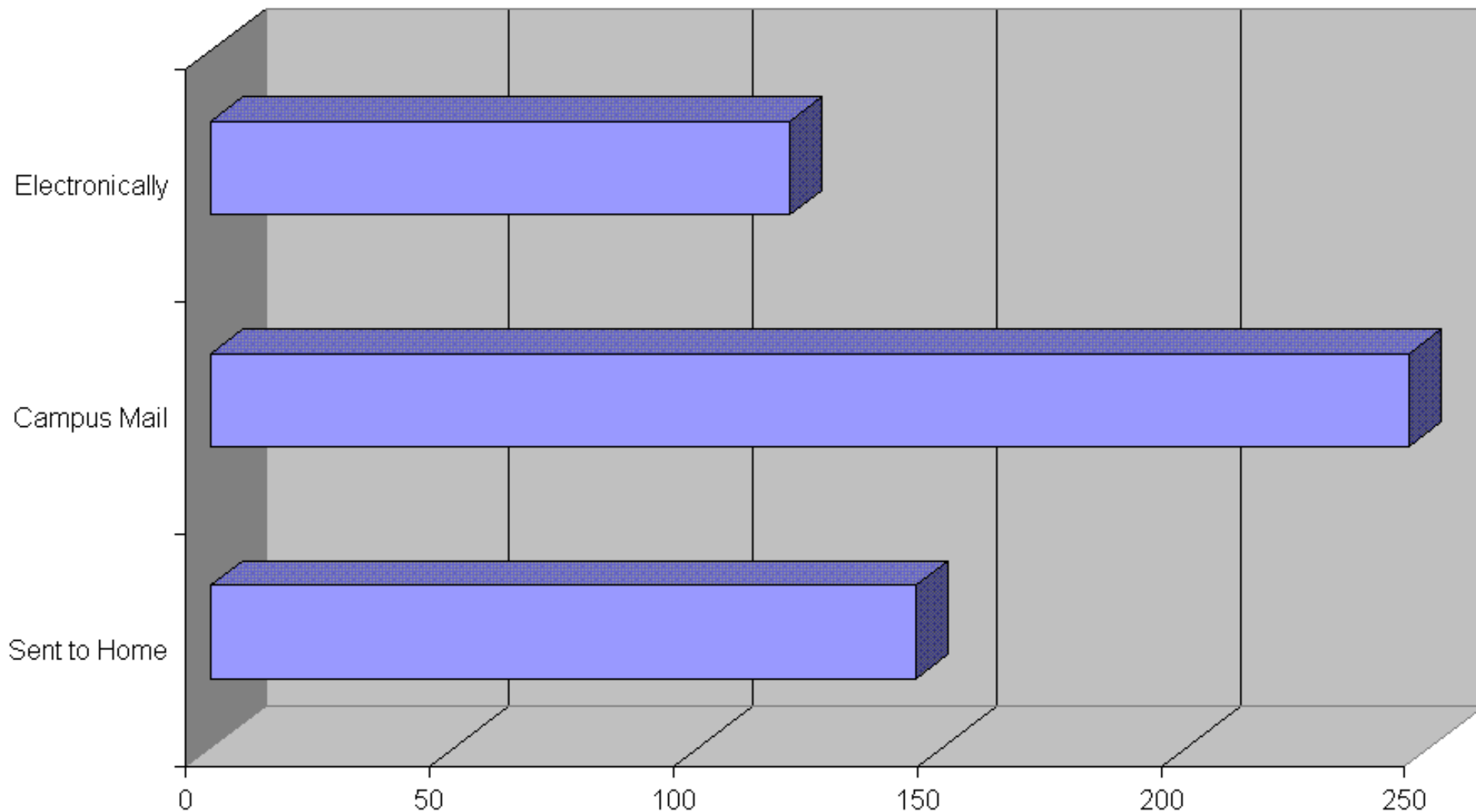


## Question 14-How Often Would You Like to Get the Total Compensation Report?

432 responded out of  
472 returned surveys  
Response Rate 92%

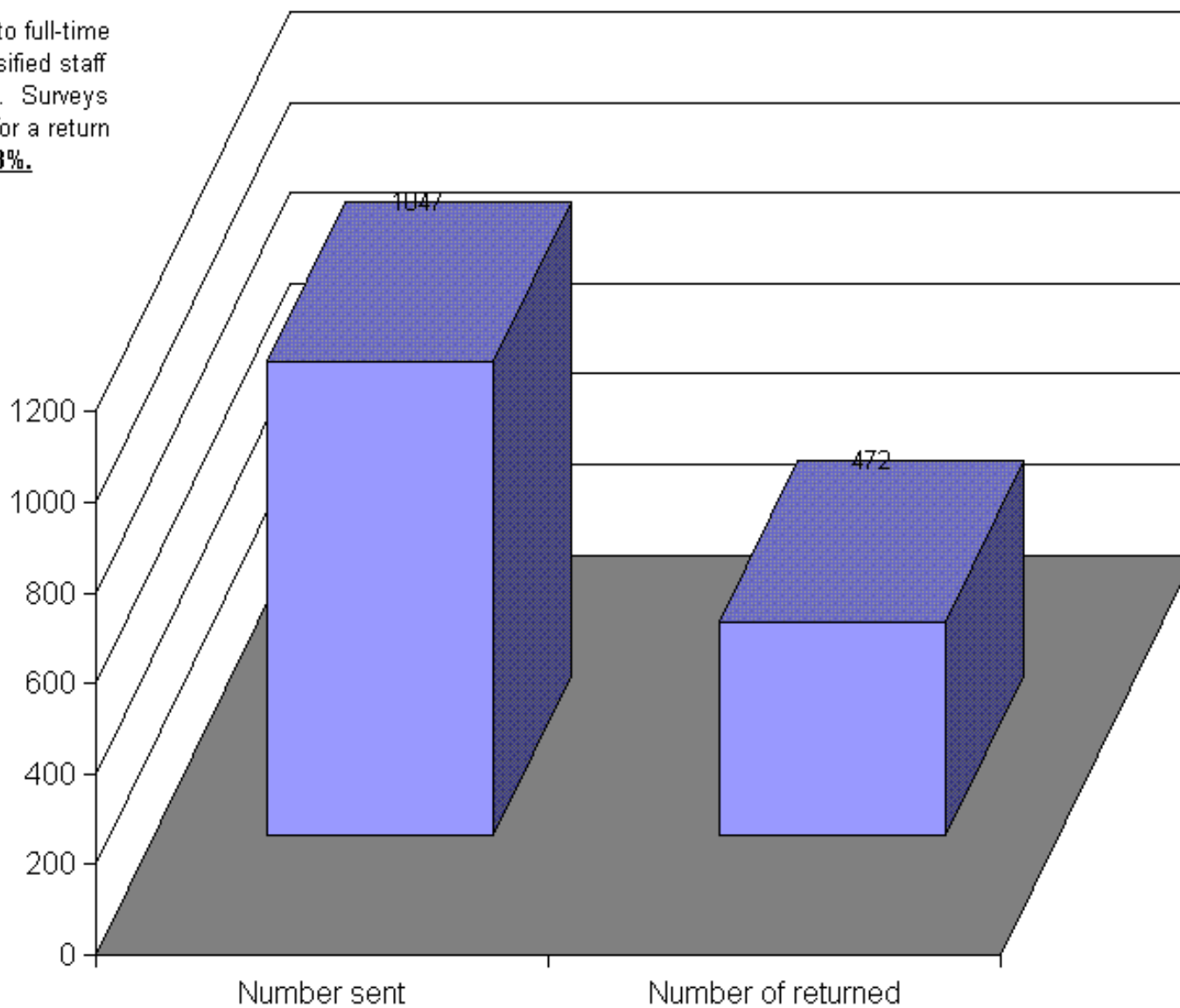


### Question 15 - How Would You Like to Receive the Total Compensation Report?



## 2002 - Surveys Sent and Returned

1047 surveys sent to full-time and part-time classified staff on March 14, 2002. Surveys returned were 472 for a return rate of 45.08%.



# 2002 Classified Merit Survey Final Numbers for Report (draft)

	Number sent	Number of returned	Return Rate	
	1047	472	45.08%	
Qu	Question Asked			
1	Model 1	Like It	Don't Like It	Total # Surveys with Responses
		330	123	453
		73%	27%	96%
2	Model 2	Like It	Don't Like It	Total # Surveys with Responses
		145	275	420
		35%	65%	89%
3	Model 3	Like It	Don't Like It	Total # Surveys with Responses
		66	383	449
		15%	85%	95%
4	Merit Added To Base	Like It	Don't Like It	Total # Surveys with Responses
		413	46	459
		90%	10%	97%
5	Merit as Lump Sum	Like It	Don't Like It	Total # Surveys with Responses
		85	358	443
		19%	81%	94%

		July	November	December	Other	Total # Surveys with Responses
6	Question 6-Best Time of Year To Give Lump Sum	165	62	115	24	366
		45%	17%	31%	7%	78%

		Vacation	Personal leave	Sick leave	Annuities/bonds	Continuing Ed Courses	Gift certificates	Other suggestions	Total # Surveys with Responses
7	Reward Mechanisms Preferred if No Merit Increase	192	171	6	81	9	28	20	507

		Yes	No	Total # Surveys with Responses
8	Should There Be An Across the Board Increase	397	53	450
		88%	12%	95%

		0 percent	1 percent	2 percent	3 percent	Total # Surveys with Responses
9	Wage Threshold for Across the Board Component	13	6	40	393	452
		3%	1%	9%	87%	96%

		Yes	No	Total # Surveys with Responses

10	<b>Should Employees with Overall Rating of Unsatisfactory Receive Across the Board Increase</b>			
		171	279	450
		38%	62%	95%

11	<b>Overall rating derserving of merit (mark all that apply)</b>	<b>Exceptional</b>	<b>Impressive</b>	<b>Successful</b>	
		344	360	312	

12	<b>Do You Believe You Were Evaluated Equitably With New Form</b>	<b>Yes</b>	<b>No</b>	<b>Total # Surveys with Responses</b>
		340	103	443
		77%	23%	94%

13	<b>Was the Total Compensation Report Valuable to You</b>	<b>Yes</b>	<b>No</b>	<b>Total # Surveys with Responses</b>
		274	133	407
		67%	33%	86%

14	<b>How Often Would You Like to Get the Total Compensation Report</b>	<b>Every Year</b>	<b>Every Other Year</b>	<b>Every Three Years</b>	<b>Never Again</b>	<b>Total # Surveys with Responses</b>
		272	85	33	42	432
		63%	20%	8%	10%	92%

		<b>Sent to Home</b>	<b>Campus Mail</b>	<b>Electronically</b>	
<b>15</b>	<b>How Would You Like to Receive the Total Compensation Report</b>	145	246	119	