

« As you are aware, our actual salary increase matrix is made up of five levels of evaluation starting at the lowest rating «*does not meet expectations*» all the way up to the highest level «*largely exceeds expectations*». We accepted to change our performance evaluation process during the last collective agreement negotiations. Our new system will now be composed of four levels of evaluation instead of five. As a result APS has negotiated a new spread of evaluation to provide access to higher wage increases to a larger number of our members. In the future approximately 20% of our members will receive salary increases available instead of only 5% in the past. The rating «*largely exceeds expectations*» will now be applied to all employees who surpass expectations. Below the new matrix negotiated for APS employees. » - Mario Poudrier, National President.

2009 APS Matrix with 4 codes instead of 5 with Exceeded eliminated							
Considering X Factor = 1.5						Lump Sum only	
		Entry Zone	Below Mid-Point	Above Mid-Point	Reference Plus	Above Band	Unrated
	Distribution of employees	13.1%	38.0%	31.2%	15.5%	0.1%	2.0%
<b>New Exceeded</b>	20.0%	3.20%	2.60%	1% to 3%	0% to 2%	<del> </del>	2.0%
<del>Old Exceeded</del>	<del> </del>	<del> </del>	<del> </del>	<del> </del>	<del> </del>	<del> </del>	<del> </del>
Meet Expectations	72.5%	1.5% to 2.5%	1.25% to 2%	1% to 2%	0% to 0,5%		1.5%
Meet some Expectations	5.0%	0% to 2%	0% to 1.5%	0.0%	0.0%		0.0%
Below Expectations	2.5%	0.0%	0.0%	0.0%	0.0%		0.0%

The new matrix will be applied in the up-coming salary revision (Spring 2010).

The figure shows the elimination of the rating « exceeds expectations» (line marked with X) to reduce the number of rating levels from five to four. The three lowest levels remain unchanged while the two top levels have been merged together. Thus all employees now rated over the level of “meets expectations” will be entitled to the maximum increases (20% vs 5% for previous periods).

The figure also shows the spread of APS employees following the last salary increase period. (2008-2009. The breakdown in percentages is shown first horizontally according to the different steps on the salary band (Entry Zone, Below Mid-point etc.) while the vertical level indicates the percentages obtained by members according to rating results. for 2008-2009. Those results were calculated on the basis of the 1,5% overall increase imposed by the employer. APS is contesting the decision. A grievance has been filed to increase the amount.