



JOHNS HOPKINS

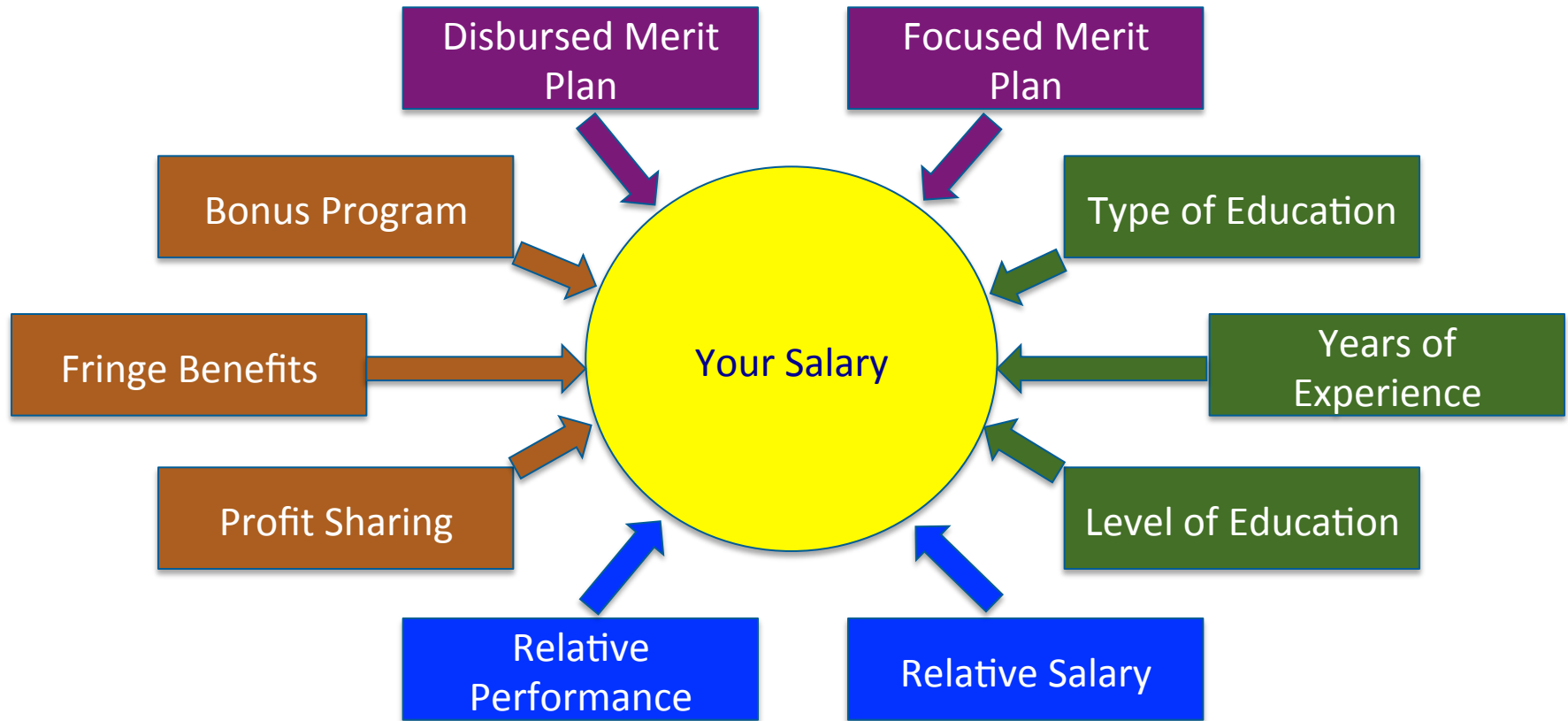
WHITING SCHOOL
of ENGINEERING



Merit Planning Process



Impacts on Your Salary



Relative Salary and Relative Performance

		Relative Salary			
		80% to 90%	90% to 100%	100% to 110%	110% to 120%
Relative Performance	1st Quarter	7% to 9%	6% to 8%	5% to 7%	4% to 6%
	2nd Quarter	6% to 8%	5% to 7%	4% to 6%	3% to 5%
	3rd Quarter	5% to 7%	4% to 6%	3% to 5%	2% to 4%
	4th Quarter	4% to 6%	3% to 5%	2% to 4%	1% to 3%