

## SHRA and EHRA Bonuses

	Employment Status	Type/Amount of Bonus	Eligibility	Payment Date	Other Information
<b>Across the Board</b>	SHRA Permanent, probationary, or time limited (benefits eligible) Full Time and Part Time	Across the Board .5% of 9/1/2016 Annual Base Salary	Must be in active employment status, or on approved leave of absence, on 9/01/2016	10/15/2016	Bonus will be prorated for part time and/or less than 12 month employees.
	EHRA Staff and Faculty, Permanent, full and part time (benefits eligible)	Across the Board .5% of 9/1/2016 Annual Base Salary	Must be in active employment status, or on approved leave of absence, on 9/01/2016.	10/15/2016	Bonus will be prorated for part time and/or less than 12 month employees.
<b>Merit</b>	SHRA Permanent, probationary, or time limited (benefits eligible) Full Time and Part Time	Merit Bonus \$475/Overall Performance Rating of 3 or 4 \$700/Overall Performance Rating of 5	Must be hired on or prior to 01/01/2016.  Must have at least six months of cumulative employment covered by the most recent performance review with rating no later than 9/13/2016  Must not have active disciplinary action as of October 1, 2016	10/31/2016	Must be an active employee as of 10/31/16 with no break in service of 31 days or more during the current fiscal year.  Bonus will be prorated for part time and/or less than 12 month employees.  Employees otherwise eligible and on approved leave of absence during the rating period must return and have performance review completed by 6/30/2017 to be eligible to receive payment.
	EHRA Staff and Faculty, Permanent full and part time (benefits eligible)	Merit Bonus – Merit pool of 1% of combined state and non-state EHRA funded salary base of eligible employees (does not include vacant positions)  Employees may receive between 0 and 2% of annual base salary, capped at \$2,500, for meritorious performance.	Must be hired on or prior to 4/1/2016 (must have six months of service as of 10/1/2016).	11/30/16	Must be in active employment status, or on approved leave of absence, as of 11/30/16.

Bonuses are not subject to retirement deductions.