

**APPENDIX B**  
**FY2016 CEC Distribution Matrix**  
**Eastern Idaho Public Health**

**Revised 4/27/15**

		<b>PERFORMANCE</b>			
		<b>Does not Achieve</b>	<b>Achieves</b>	<b>Solid</b>	<b>Exemplary</b>
<b>COMPA-RATIO DISTRIBUTION</b>	70% +	0%	2.00%	3.00%	4.00%

1. All EIPH employees hired on or before April 16, 2015, will be eligible for the CEC.
2. The CEC will be effective at the beginning of FY2016 (implemented June 7, 2015; pay day July 2, 2015).
3. The CEC will apply to permanent, temporary, group, and non-classified employees.
4. For employees in a **probationary period**:
  - a. Full Time employees' CEC will be implemented at the successful completion of their probationary period and a performance evaluation of "Achieves" or higher.
  - b. Part time employees' CEC will be implemented at the completion of six months of employment and with a performance evaluation with a rating of "Achieves" or higher.