



Merit Transition Plan for Saint Joseph's Employees

The Saint Joseph's Hospital and Emory Healthcare teams want to ensure SJH employees smoothly transition into EHC's review process and do not go more than 18 months without an increase. Saint Joseph's employees will be fully integrated into Emory Healthcare's Performance Advantage (PA) for the FY13 plan year with an interim transition plan, as indicated below:

FY13 Transition to PA

- The PA online tool, Performance Advisor, will be used beginning September 1, 2012
- The EHC performance reward matrix will be used in January 2014
- All seven evaluation groups will transition to EHC's one common review date
- The review cycle will transition to the fiscal year: September 1 – August 31
- Increases will take effect in January

SJH Merit Transition Schedule in FY12 Plan Year

Evaluation Groups	SJH Next Review Month	SJH Increase Effective Date in 2012	EHC Review Period (In Nov 2012)	EHC Annual Increase Date	Proration
Director	Jan -12	01/01/2012	01/01 to 08/31	Jan 2013	None
Mgr & Supv	Feb -12	03/04/2012	02/01 to 08/31	Jan 2013	03/04/12 - 12/23/12
Support Services & Technical (non-licensed)	Mar -12	04/01/2012	03/01 to 08/31	Jan 2013	04/01/12 - 12/23/12
Clerical, IS/Admin/Finance	Apr -12	05/13/2012	04/01 to 08/31	Jan 2013	05/13/12 – 12/23/12
Clinical Nursing Support (non-licensed), Care Partners, Nursing Asst , SJMG	May -12	06/10/2012	05/01 to 08/31	Jan 2013	06/10/12 – 12/23/12
RNs, LPNs, Cardiac Techs	Nov-12	No SJ Review - Use EHC Review	Nov 2012	Jan 2013	10/09/11 – 12/23/12
Allied Health Professional (licensed/registered)	Nov-12	No SJ Review - Use EHC Review	Nov 2012	Jan 2013	11/09/11 – 12/23/12

Example

Evaluation Groups	SJH Increase Effective Date in 2012	EHC Increase Date	Proration	SJ 2011	SJ 2012	# Pay Periods Between Increases	EHC Jan 2013 Increase (based on 3% PARM)
Director	01/01/2012	Jan 2013	None		2.50%	26	3.00%
Mgr & Supv	03/04/2012	Jan 2013	03/04/12 - 12/23/12		2.50%	21	2.42%
Support Services & Technical (non-licensed)	04/01/2012	Jan 2013	04/01/12 - 12/23/12		2.50%	19	2.19%
Clerical, IS/Admin/Finance	05/13/2012	Jan 2013	05/13/12 – 12/23/12		2.50%	16	1.85%
Clinical Nursing Support (non-licensed), Care Partners, Nursing Asst , SJMG	06/10/2012	Jan 2013	06/10/12 – 12/23/12		2.50%	14	1.62%
RNs, LPNs, Cardiac Techs	No SJ Review - Use EHC Review	Jan 2013	10/09/11 – 12/23/12	2.50%	--	31	3.58%
Allied Health Professional (licensed/registered)	No SJ Review - Use EHC Review	Jan 2013	11/09/11 – 12/23/12	2.50%	--	29	3.35%