

## Response to Questions on the FY 2005 Advertised Budget Plan

**Request By:** Supervisor DuBois

**Question:** Please provide a table that shows the overall average rate increase for all employees over the four years of pay for performance.

**Response:** Since its inception in FY 2001 the annual average rate increases for employees participating in pay for performance has been:

<b>Average award</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004 (to-date)</b>
	5.08	5.15	5.30	4.03