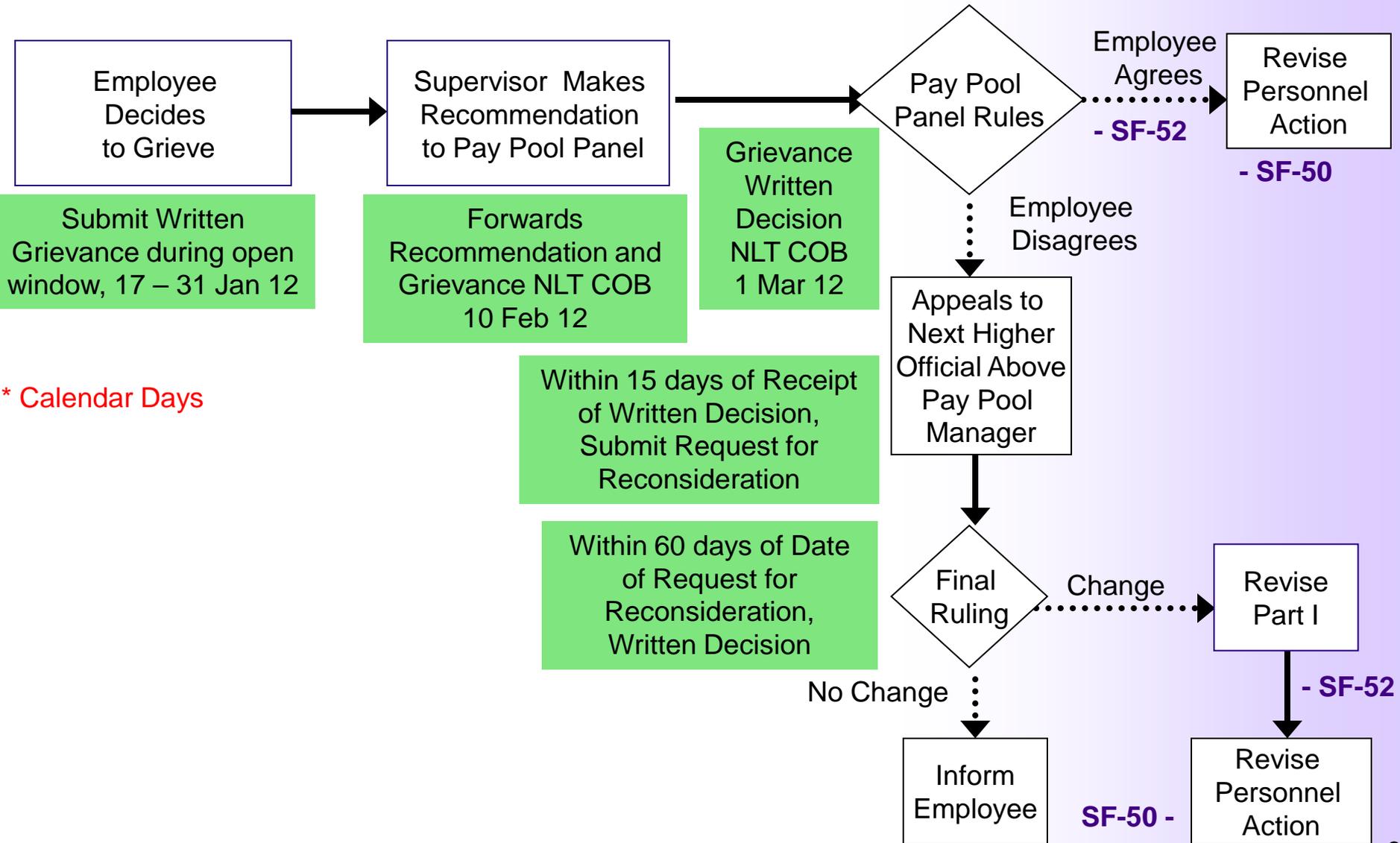


- Employee may grieve:
  - Overall Contribution Score / Factor Score(s)
    - ✓ General Pay Increase (GPI)
    - ✓ Contribution Rating Increase (CRI)
    - ✓ Contribution Award (CA)
  - Narrative
- Bargaining Unit employees follow negotiated agreement, if any; if not follow established administrative procedures, with supplemental instructions.
- Non-Bargaining Unit employees follow established administrative procedures, with supplemental instructions.

## Administrative Procedures & Timeline



\* Calendar Days