

Initial Timeline

November 16 & 17	Create documentation for PAR process
November 22	Present to PLT
November 28	Present Par (and GATES) to employee associations
November 29	Announce to employees via, email to supervisors, HR Connections, & employee associations
December 1	PAR website is live and form is available, all documents posted

PAR Timeline to be Paid in January

December 1	PAR process opens
December 9	PAR submissions to HR Compensation
December 12-20	HR Compensation tracks, forwards PARs to supervisory chain, and conducts PAR analysis and market review/ internal equity issues. All next level supervisors review and make recommendation for PARs.
January 2-5	VP/EVP and HR Compensation meetings for PAR approval
January 6	HR Compensation processes approved PARs for employees paid Jan. 30
January 12	HR Compensation processes approved PARs for employees paid Jan. 27