Policy 4.52

Range Maximum Lump Sum Payments

**Responsible Official:** VP for Human Resources

**Administering Division/Department:** Compensation

**Effective Date:** March 30, 2007

**Last Revision Date:** July 31, 2018

**Policy Sections:**

I. Overview

II. Applicability

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**Overview**

n/a

**Applicability**

n/a

**Policy Details**

Employees whose salaries are equal to or greater than the range maximum of their salary range at the time of their annual performance review date may be eligible to receive an “over the range maximum” lump sum payment in lieu of an increase to their base salary if their performance rating is “Meets Expectations” or better. Employees may receive the full value of a merit increase in one lump sum payment. The payment is processed on or around the employee’s annual review date.
Employees whose salaries are less than the maximum of their salary range on their annual performance review date may receive the full value of a merit increase in their base salary.

“Over the range maximum” payments are not compounded from year to year. These payments are one-time payments and are not considered part of an employee’s base salary. However, employee and employer retirement contributions are calculated on both the employee’s salary and range maximum payment. Retirement contribution is the only employee benefit impacted by “over the range maximum” payments.

**Example:**

**Current Year**

Employee’s Pay Rate: 13.75/hour  
Maximum of Range: 14.00/hour  
Merit Increase %: 4.0%  
New Base Pay Rate: 14.30/hour

Employee’s 4.0% merit increase is processed in base salary for a new pay rate of $14.30/hour because the current pay rate of $13.75/hour is less than the range maximum of $14.00/hour. No range maximum payment is processed.

**Next Year – Scenario #1:**

If the salary structure is adjusted next year by 2.0% to $14.28/hour and the employee receives a 4.0% merit increase, the full value of the merit increase will be processed in one range maximum payment because the employee’s current pay rate of $14.30/hour is above the new range maximum of $14.28/hour. The range maximum payment amount would be $1,189.76 (14.30 X 1.04 = 14.872 – 14.30 = .572/hour X 2080 = 1,189.76), presuming a full time, 12 month employee (1.00 FTE).

**Next Year – Scenario #2:**

If the salary structure is adjusted next year by 2.5% to $14.35/hour and the employee receives a 4.0% merit increase, the full value of the merit increase will be processed in base salary for a new pay rate of $14.87/hour because the current pay rate of $14.30/hour is less than the new range maximum of $14.35/hour. No range maximum payment is processed.

**Definitions**

n/a

**Related Links**

- Current Version of This Policy: [http://policies.emory.edu/4.52](http://policies.emory.edu/4.52)

**Contact Information**

<table>
<thead>
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<th>Contact</th>
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Revision History

- Version Published on: Jul 31, 2018
- Version Published on: Jul 11, 2014
- Version Published on: Oct 26, 2011
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