

**2013-2015 Discretionary Equity or Retention Adjustment (DERA) &  
Discretionary Merit Compensation (DMC)  
Eligibility Chart  
Eligibility by Pay Schedule**

<b>Pay Schedule</b>	<b>DERA WRPS* fiscal year limit</b>	<b>Base Pay DERA</b>	<b>Lump Sum DERA</b>	<b>DMC WRPS* fiscal year</b>	<b>Base Pay DMC</b>	<b>Lump Sum DMC</b>
01 – Trades Supv/Mgmt	Not eligible	none	none	Not eligible	No	No
02 – Administrative Support	Not eligible	none	none	4WRPS	Yes	Yes
03 – Blue Collar	Not eligible	none	none	4WRPS	Yes	Yes
04 – Trades	Not eligible	none	none	Not eligible	No	No
05 – Security & Public Safety	Not eligible	none	none	4WRPS	Yes	Yes
06 – Technical	Not eligible	none	none	4WRPS	Yes	Yes
07 – Fiscal & Staff Affairs	4WRPS	Yes	Yes	4WRPS	Yes	Yes
11 – Patient Care	4WRPS	Yes	Yes	4WRPS	Yes	Yes
12 – Prof Staff Svcs (nonbroadband)	Not eligible	none	none	4WRPS	Yes	Yes
13 – Education	4WRPS	Yes	Yes	4WRPS	Yes	Yes
14 – Engineering	4WRPS	Yes	Yes	4WRPS	Yes	Yes
15 – Science	4WRPS	Yes	Yes	4WRPS	Yes	Yes
36 – Law Enforcement	Not eligible	none	none	4WRPS	Yes	Yes
70 – Information Systems Related	4WRPS	Yes	Yes	4WRPS	Yes	Yes
81 – General	4WRPS	Yes	Yes	4WRPS	Yes	Yes

\* WRPS – Within Range Pay Step

\* Employees who are eligible may receive a 4WRPS DERA and a 4WRPS DMC adjustment in the same fiscal year.