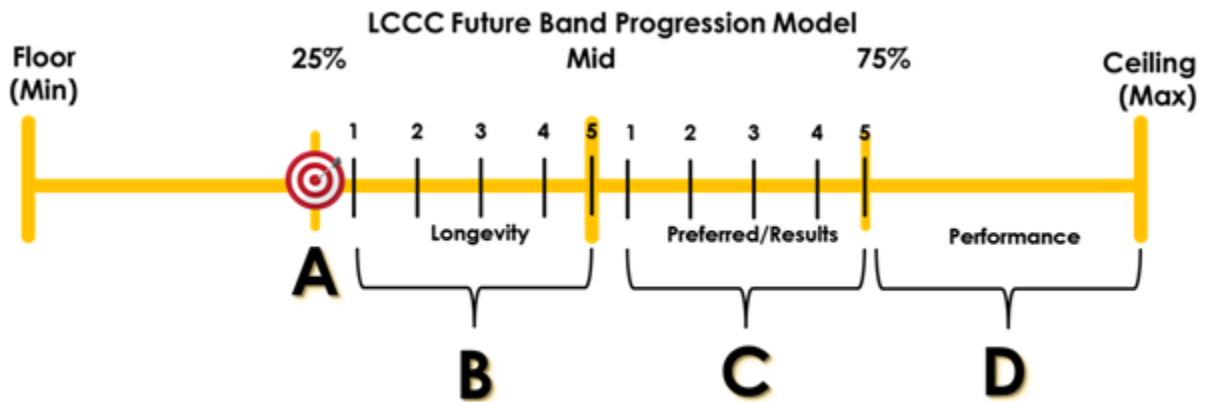


Figure 3P2e-1: LCCC Future Band Progression Model



- a. Start all new hires that meet the minimum qualifications at the 25<sup>th</sup> percentile
- b. Advance employees (longevity) with 5 equal increments each year until the 50% midpoint is reached.
- c. Advance employees based on the preferred qualifications and/or proven results achievement/performance.
- d. After the 75<sup>th</sup> percentile is reached, the performance management system will be used for future advancements based on Exceptional Demonstrated Competencies