

Performance Pay Implementation Results
August 2002

State Overview

	State Wide Averages									
	Level 1 Needs Improvement		Level 2 Proficient		Level 3 Commendable		Level 4 Outstanding			
Range of Award Percentage	N/A	0.10%	——	3.97%	0.50%	——	5.00%	0.92%	——	6.70%
Average Award Percentage (weighted)	N/A	1.04%		1.81%		2.77%				
Percent of Workforce at Each Rating	0.64%	28.88%		51.29%		19.19%				
	Higher Education Overview					General Government Overview				
	Level 1 Needs Improvement	Level 2 Proficient	Level 3 Commendable	Level 4 Outstanding	Level 1 Needs Improvement	Level 2 Proficient	Level 3 Commendable	Level 4 Outstanding		
Range of Award Percentage	N/A	0.10%— 3.97%	0.50%— 5.00%	0.92%— 6.70%	N/A	0.40%— 2.40%	0.70%— 3.20%	1.39%— 5.00%		
Average Award Percentage (weighted)		0.91%	1.28%	2.83%	N/A	1.08%	2.00%	2.70%		
Percent of Workforce at Each Rating	0.69%	22.99%	42.11%	34.21%	0.62%	31.56%	55.47%	12.35%		