

2004 State Summary Performance Pay and Ratings Results

	Statewide Averages							
	Level 1 Needs Improvement		Level 2		Level 3		Level 4 Excellent	
Average Performance Adjustment Percentage	N/A		0.42%		1.15%		2.18%	
Percent of Employees at Each Rating	0.27%		25.50%		53.48%		20.75%	
	Higher Education Summary				General Government			
	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
Average Award Percentage	N/A 0.37% 1.06% 1.88%				N/A 0.48% 1.30% 2.65%			
Percent of Employees at Each Rating	0.41% 18.55% 44.10% 36.93%				0.20% 28.38% 57.37% 14.04%			