

Performance Pay Implementation Results August 2002

General Government Departments	Level 1 Needs Improvement	Level 2 Proficient		Level 3 Commendable		Level 4 Outstanding		Total # of Employees	# of Employees at Pay Range Max		# of Employees at Pay Range Max Receiving an Award	# of Employees Not Eligible for Awards (1)	Annualization
	% of Emp.	% of Emp.	Award %	% of Emp.	Award %	% of Emp.	Award %						A= All Employees B= Only Anniv. Inc (AI) C= New + AI D= Other
~~ Agriculture	0.36	10.00	0.40 *	67.00	0.70 *	22.00	2.30 **	281	116		21	96	B
<i>Range of Awards</i>		<i>>0 to 0.7*</i>		<i>0.1 to 4.4*</i>		<i>0.2 to 7.0* 0 to 1.5***</i>							
Corrections	0.50	35.32	1.00 *	57.00	2.30 *	7.10	3.30 *	5379	1377	25.6%	160	1244	C
Education	0.00	26.00	1.07 *	39.00	1.61 *	35.00	2.14 *	100	29	29.0%	16	13	C
Colorado School for the Deaf and Blind	2.00	56.00	1.98 *	36.00	2.97 *	6.00	3.96 *	106	12	11.3%	2	12	C
Health Care Policy and Finance	0.61	24.00	1.16 *	57.00	2.32 *	18.00	3.47 **	164	29	17.7%	9	21	A
Human Services	0.89	35.10	1.00 *	55.30	1.80 *	8.60	2.65 *	5271	1584	30.1%	201	1430	C
Labor and Employment	0.91	27.80	0.50 *	63.00	2.42 *	8.00	3.30 **	992	469	47.3%	32	446	A
Law	0.00	46.00	1.00 *	37.00	1.70 *	17.00	2.61 *	139	33	23.7%	7	26	C
Local Affairs	0.00	14.10	1.03 *	57.69	2.75 *	28.20	4.00 *	156	UNK	NA	15	UNKNOWN	B
Military and Veterans Affairs	0.00	11.36	1.70 *	70.45	2.20 *	15.90	2.70 *	88	13	14.8%	1	12	B
Natural Resources	0.07	9.83	0.89 *	55.25	1.12 *	34.83	1.39 **	1352	792	58.6%	200	593	C
Office of the Governor	0.00	37.50	0.50 *	37.50	1.00 *	25.00	1.90 *	8	4	50.0%	2	2	B

* Base-Building Only

** Combination

*** Non-Base Building

~~ Award %'s are a composite % for the department for each rating level.

(1) Includes Level 1, New Employees Excluded from Awards, and Pay Range Maximum Employees Rated Below Level 4.

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	% of Emp.	% of Emp.	Award %	% of Emp.	Award %	% of Emp.	Award %						
Personnel & Administration	2.03	47.00	1.75 *	41.00	3.00 **	10.00	5.00 **	543	185	34.1%	18	178	A
Public Health and Envir.	0.55	9.74	1.00 *	68.93	2.01 *	20.77	3.50 **	1088	351	32.3%	71	286	A
Public Safety	0.33	38.70	1.34 *	51.00	2.34 *	10.00	3.34 **	1216	508	41.8%	69	443	B
~~ Regulatory Agencies	0.59	27.84	0.71 *	61.56	1.26 *	10.19	3.46 **	510	177	34.7%	22	158	A
Revenue	0.35	26.98	1.50 *	64.60	2.00 *	8.10	3.00 *	1416	553	39.1%	45	513	B
Secretary of State	3.40	56.30	2.40 *	38.00	3.20 *	2.30	4.70 *	87	20	23.0%	0	23	A
~~ Transportation	0.50	36.70	1.09 *	45.70	1.94 *	17.10	2.42 *	3024	1345	44.5%	142	1218	A
<i>Range of Awards</i>		>0 to 1.5*		>1.5 to 2.30*		>2.3 to 10* // 0 to 1.0***							
Treasury	0.00	4.00	1.00 *	43.00	2.00 *	53.00	3.00 *	23	9	39.1%	6	3	B

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