

Performance Pay Implementation Results August 2002

Higher Education	Level 1 Needs Improvement	Level 2 Proficient		Level 3 Commendable		Level 4 Outstanding		Total # of Employees	# of Workforce 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
Commission on Higher Education	0	0.00	0.50	75.00	1.50 ***	25.00	2.50	4	2	50.0%	1	1	B
Div. of Private Occupational School	0	0.00	1.50 *	100.00	1.59 *	0.00	2.50 *	1	1	100.0%	0	1	B
Auraria Higher Education Center	0.33	58.40	1.00 *	33.10	2.50 *	8.20	5.00 *	305	83	27.2%	4	80	B
~~ CSU	1.00	14.00	1.52 *	37.00	1.77 **	48.00	4.97 **	2218	1250	0.56%	466	805	B
<i>Range of Awards</i>				<i>1.5175* & 0.1 to .5***</i>		<i>1.5175* & 0.6 to 7.5***</i>							
CU - System Administration	1.26	13.80	0.25 *	50.20	1.25 *	28.00	2.26 **	239	67	28.0%	17	53	C
CU - Boulder	0.12	17.00	0.25 *	39.90	0.78 *	36.70	1.55 **	2511	694	27.6%	304	393	C
CU - Colorado Springs	0.43	11.74	0.25 *	37.83	1.00 *	50.00	1.25	230	32	13.9%	30	3	C
CU - Denver	0.33	6.90	0.20	32.50	1.00	56.50	1.14	304	115	37.8%	64	52	C
CU - Health Sciences Center	0.98	29.20	0.25 *	42.16	0.50 *	22.34	2.35 **	1226	415	33.8%	109	318	C
Colorado School of Mines	0.75	24.00	0.31 ***	45.86	0.62 ***	29.32	0.92 ***	266	86	32.3%	31	57	C
Univ of Northern Colorado	0.99	29.40	0.10 ***	45.90	1.00 ***	20.60	1.80 ***	608	151	24.8%	39	137	B
Adams State College	0.00	15.09	1.00 ***	62.26	1.50 ***	21.69	2.25 ***	106	30	28.3%	9	21	B
Ft. Lewis College	0.00	10.00	0.45 *	61.00	1.35 *	29.00	2.02 *	174	31	17.8%	13	18	C

* Base-Building Only

** Combination

*** Non-Base Building

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Mesa State College	0.00	26.70	1.19 ***	49.10	1.94 ***	24.10	2.94 ***	116	38	32.8%	8	30	B
Metropolitan State College	0.37	2.93	1.31 ***	34.43	1.43 ***	56.04	1.70 ***	273	83	30.4%	54	30	C
USC	0.00	10.20	1.04 *	63.40	1.13 *	25.00	1.20 *	156	63	40.4%	21	42	D
Western State College	0.00	2.94	0.30 *	54.41	0.91 *	42.64	1.22 *	68	30	44.1%	18	12	C
Arapahoe Comm College	1.71	37.00	1.25 *	45.00	1.75 *	16.00	2.50 *	117	13	11.1%	2	13	A
Colorado Northwestern Comm College	0.00	71.79	2.10 *	20.50	3.40 *	7.69	4.90 *	39	9	23.1%	0	9	C
Comm College of Aurora	1.59	36.50	1.70 *	50.79	2.50 *	11.11	3.30 *	63	12	19.0%	2	11	B
Comm College of Denver	1.51	31.81	0.50	42.42	1.00	25.75	1.50	66	21	31.8%	5	17	A
Front Range Comm College	0.45	45.50	1.50 ***	39.20	2.00 ***	14.90	2.40 ***	222	23	10.4%	23	1	B
Lamar Comm College	0.00	65.00	1.25 ***	35.00	2.50 ***	0.00	5.00 ***	20	5	25.0%	0	5	A
Morgan Comm College	3.85	27.00	2.77 ***	46.00	4.27 ***	23.00	5.77 ***	26	1	3.8%	1	1	C
Northeastern Junior Comm College	1.49	64.17	3.97 ***	31.34	4.56 ***	2.98	6.70 ***	67	5	7.5%	0	6	A
Otero Junior College	0.00	18.00	0.50 ***	70.00	1.00 ***	12.00	2.00 ***	33	13	39.4%	2	11	A
Pikes Peak Comm College	0.00	56.00	1.91 *	28.00	2.91 *	9.00	3.91 *	207	48	23.2%	3	45	A

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Pueblo Comm College	0.00	50.48	2.15 *	41.91	3.15 *	7.62	4.15 *	105	25	23.8%	4	21	C
Red Rocks Comm College	1.00	21.00	1.85 *	48.00	2.99 *	30.00	3.83 *	100	21	21.0%	12	10	A
Trinidad State Junior College	1.69	22.03	1.37 *	64.40	1.48 *	11.86	1.79 *	59	18	30.5%	3	16	C
Colorado Comm College System	3.23	54.03	2.00 **	33.87	2.50 **	8.87	3.00 **	124	35	28.2%	4	35	A
Colorado Council on the Arts	0.00	0.00	1.00 *	100.00	1.30 *	0.00	2.00 *	1	0	0.0%	0	0	B
State Historical Society	0.00	21.05	1.00 *	44.73	1.50 *	34.21	2.00 *	38	13	34.2%	6	7	B
Student Loan Program	2.76	22.00	0.75 *	41.00	1.25 *	34.00	3.73 *	181	42	23.2%	22	25	B
Trustees of the State Colleges	0.00	0.00		100.00	5.00 ***	0.00		2	0	0.0%	0	0	C

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