

Response to Questions on the FY 2005 Advertised Budget Plan

Request By: Supervisor DuBois

Question: What were the percentages of employees in each of the top and bottom four categories for each of the four years of pay for performance?

Response: In the first year of pay for performance there were only 4 categories (0, 3, 5 and 7). Beginning in FY 2002 there was a "continuous scale" from 0 to 7 percent with 12 rating awards. It should be noted that in FY 2004 the scale was adjusted downward by 25 percent and the amounts shown in parenthesis below reflect the adjusted rating awards. The percentages of employees are provided below for all of the possible categories each year.

Rating	FY 2001	FY 2002	FY 2003	FY 2004 (to-date)
0.0 / (0.0)	0%	0.2%	0.3%	0.1%
2.0 / (1.5)	-	0.5%	0.6%	0.5%
2.5 / (1.87)	-	2.2%	1.5%	1.7%
3.0 / (2.25)	16%	4.3%	3.2%	2.9%
3.5 / (2.62)	-	6.3%	5.2%	4.3%
4.0 / (3.0)	-	10.0%	7.4%	7.6%
4.5 / (3.37)	-	10.2%	9.6%	10.4%
5.0 / (3.75)	64%	17.1%	16.8%	14.4%
5.5 / (4.12)	-	14.5%	15.3%	16.4%
6.0 / (4.5)	-	15.5%	18.2%	16.4%
6.5 / (4.87)	-	11.2%	12.8%	14.5%
7.0 / (5.25)	20%	8.1%	9.0%	10.9%