

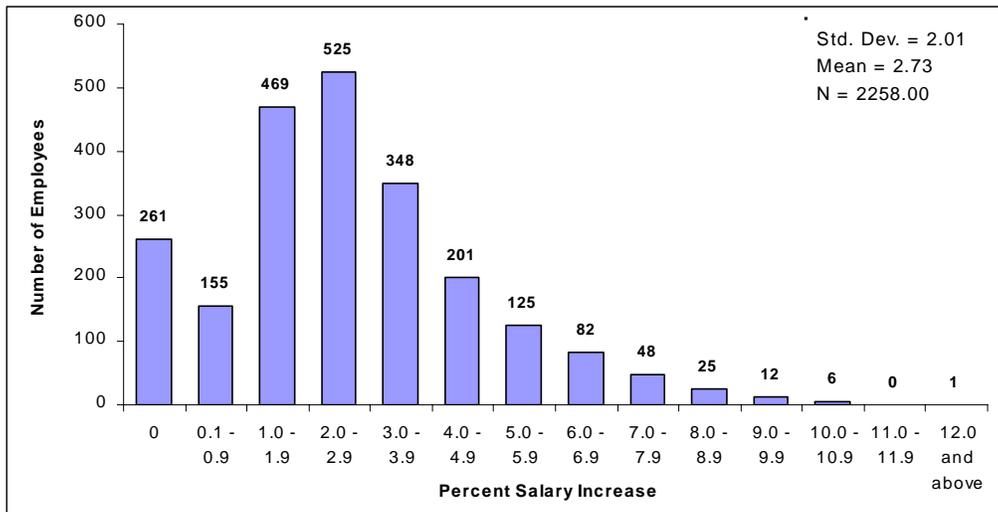
APPENDIX D-2

YEARS ONE, TWO, THREE, FOUR, AND FIVE OBJECTIVE DATA RESULTS

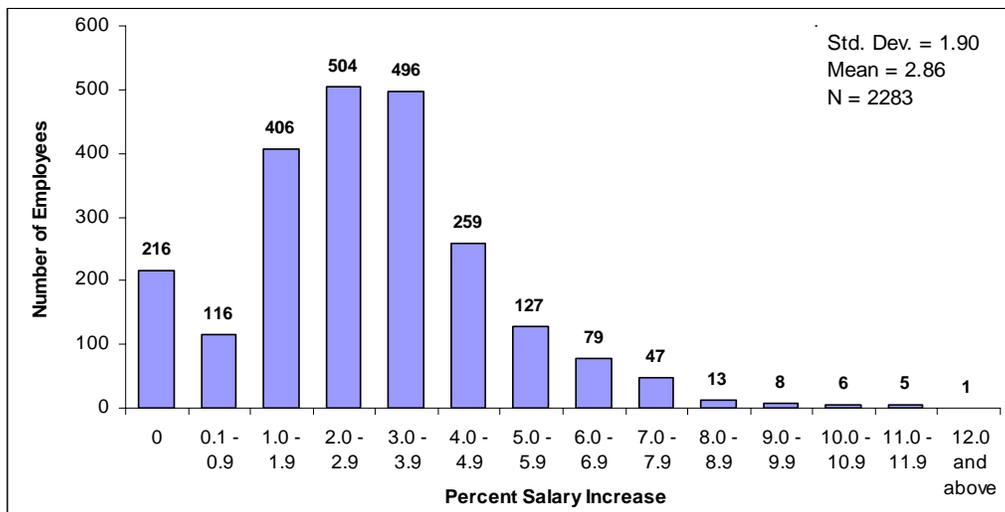
YEAR ONE, YEAR TWO, YEAR THREE, YEAR FOUR, AND YEAR FIVE OBJECTIVE DATA RESULTS¹

Range of Percent Salary Increases for Demonstration Group Employees

Year One—Range of Percent Salary Increases for Demonstration Group Employees

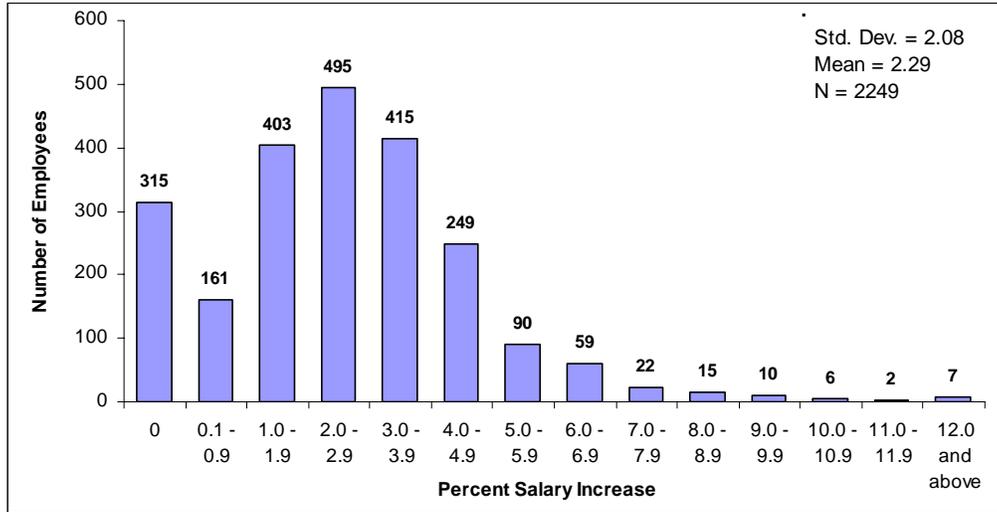


Year Two—Range of Percent Salary Increases for Demonstration Group Employees

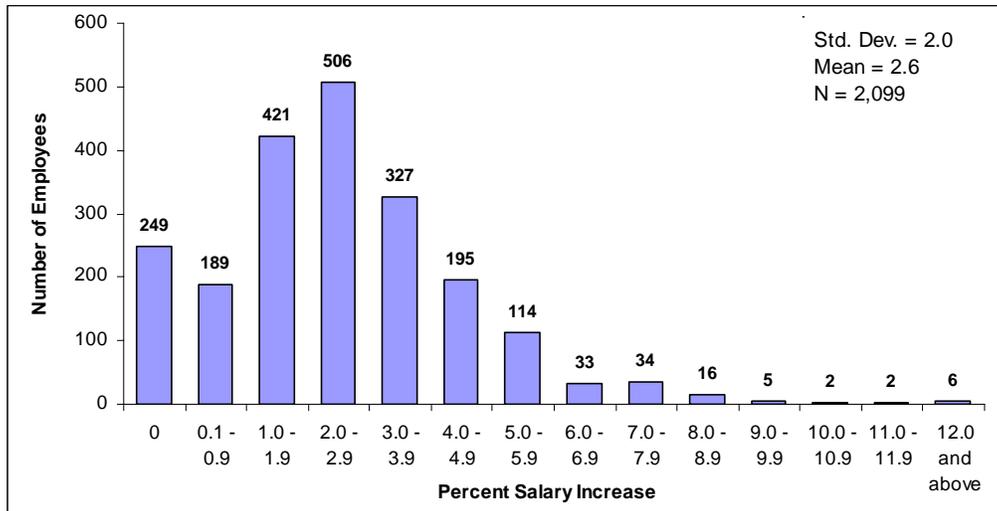


¹ This appendix is a compendium of data tables from previous reports and is provided for the ease of the reader in making comparisons with the Year Five data. Note that some analyses were not performed in all years.

Year Three—Range of Percent Salary Increases for Demonstration Group Participants

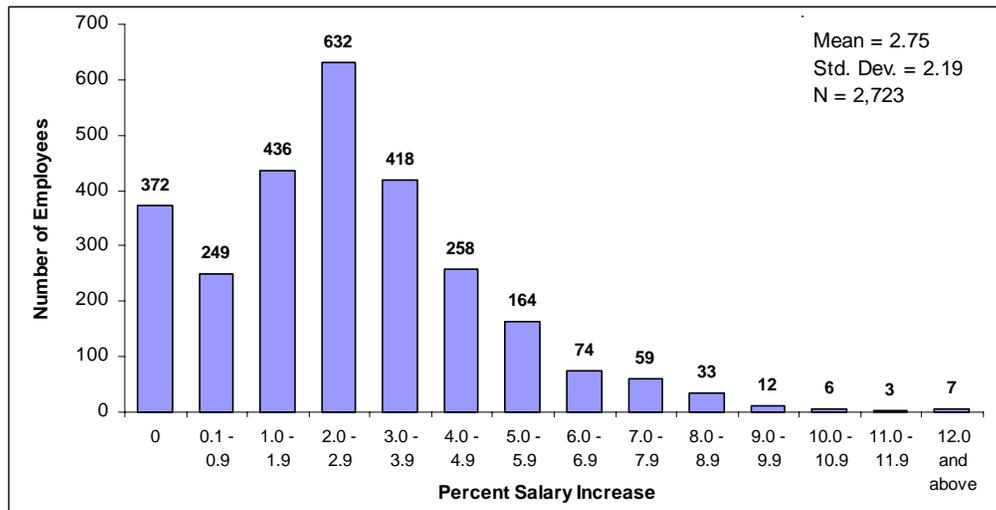


Year Four—Range of Percent Salary Increases for Demonstration Group Participants



Note: This analysis is based on 2,099 of the 2,641 Demonstration Group participants for whom salary data were available.

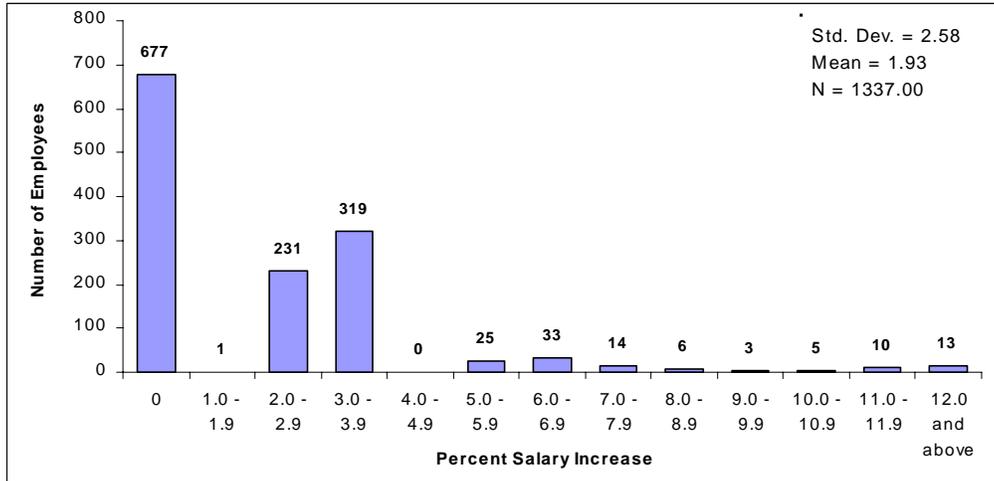
Year Five—Range of Percent Salary Increases for Demonstration Group Participants



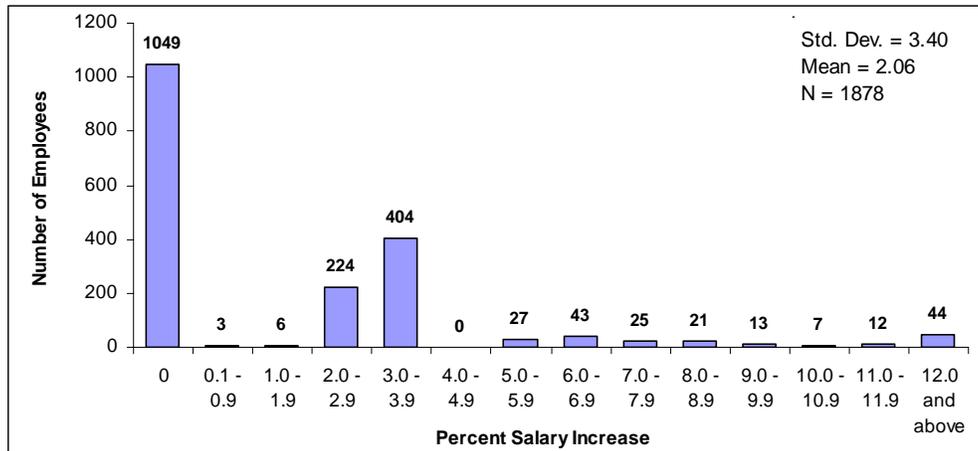
Note: This analysis is based on the 2,723 of the 3,072 Demonstration Group participants for whom salary data were available.

Range of Percent Salary Increases for Comparison Group Employees

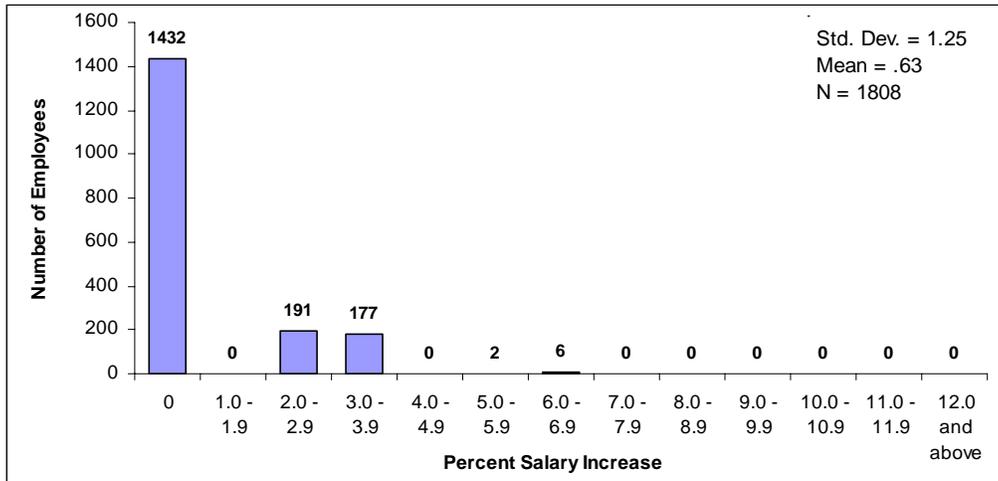
Year One—Range of Percent Salary Increases for Comparison Group Employees



Year Two—Range of Percent Salary Increases for Comparison Group Employees

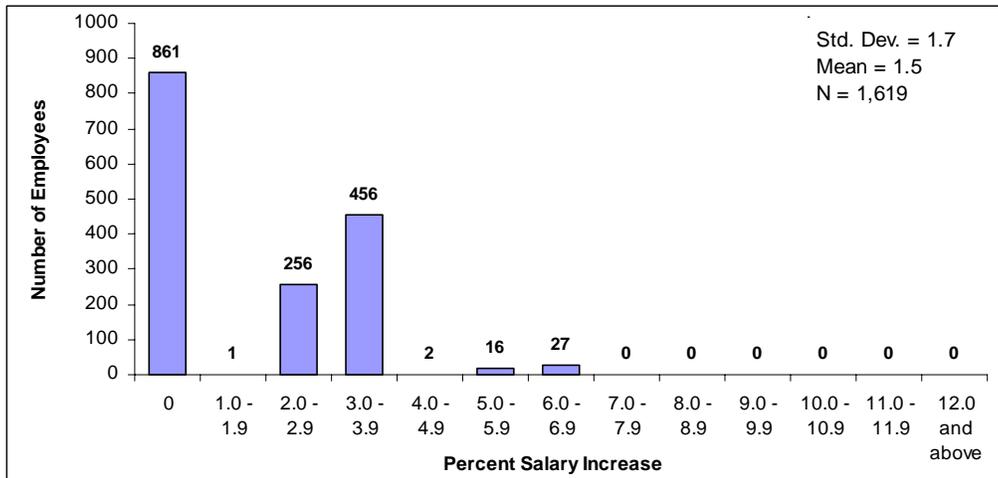


Year Three—Range of Percent Salary Increases for Comparison Group Participants



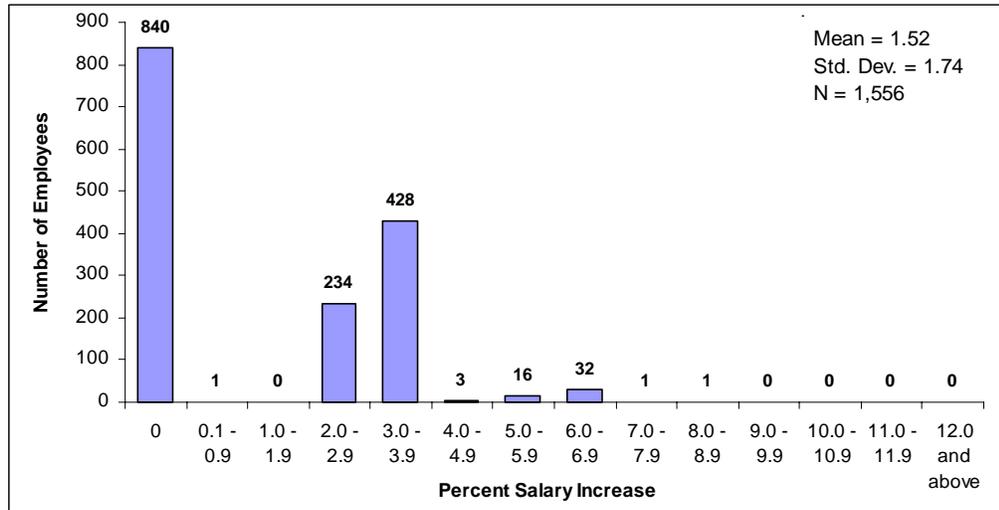
Note: The Year Three bar for zero percent salary increases was revised in Year Four to reflect a correction. The corrected data point did not change the previously stated mean and standard deviation.

Year Four—Range of Percent Salary Increases for Comparison Group Participants



Note: This analysis is based on 1,619 of the 1,821 Comparison Group participants for whom salary data were available.

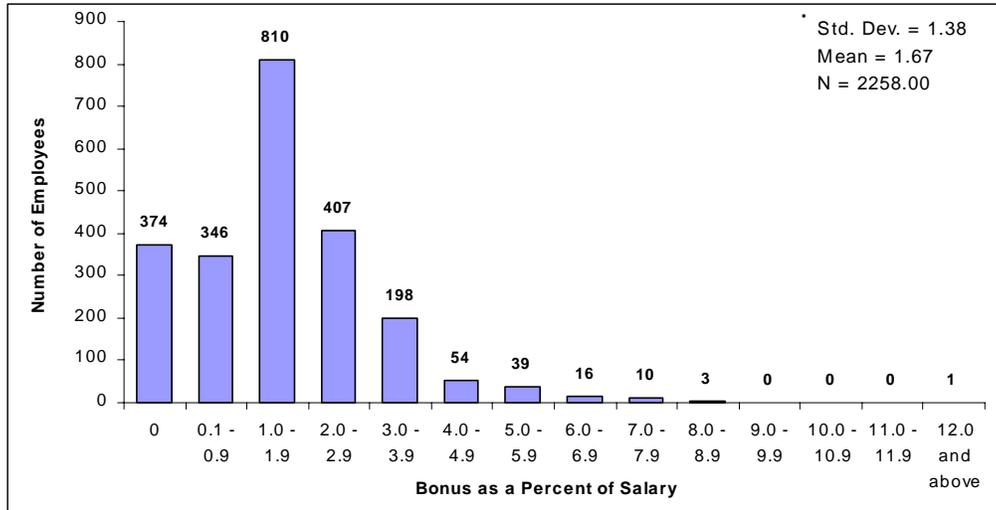
Year Five—Range of Percent Salary Increases for Comparison Group Participants



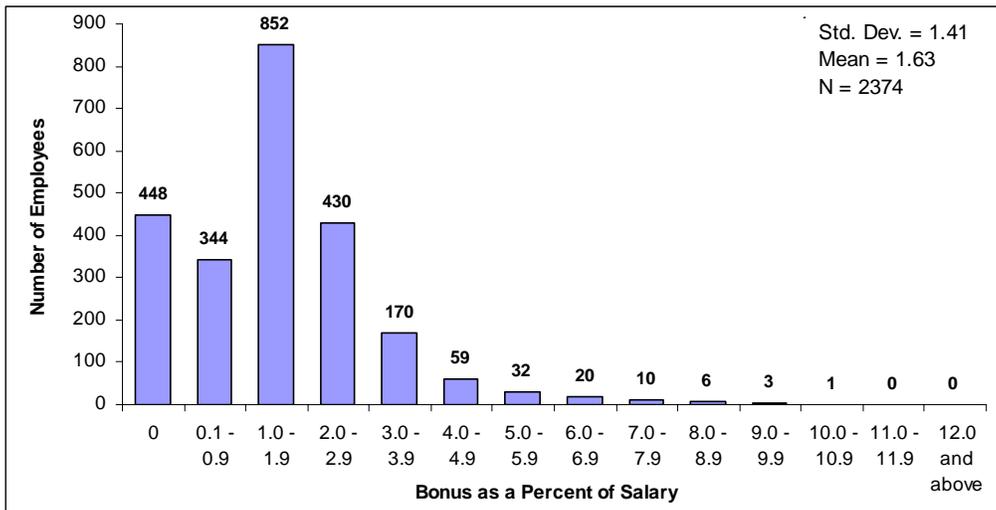
Note: This analysis is based on the 1,556 of the 1,811 Comparison Group participants for whom salary data were available.

Range of Bonus Percentages for Demonstration Group Employees

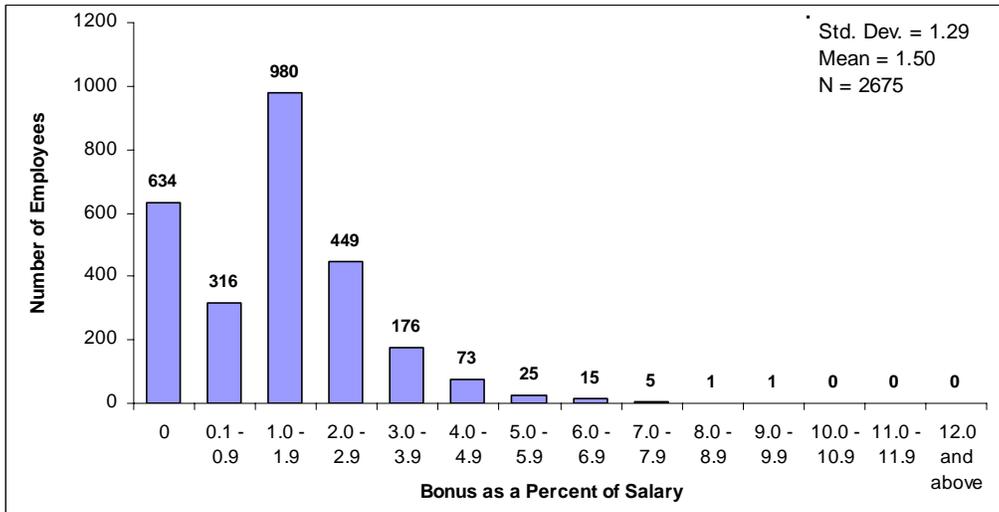
Year One—Range of Bonus Percentages for Demonstration Group Employees



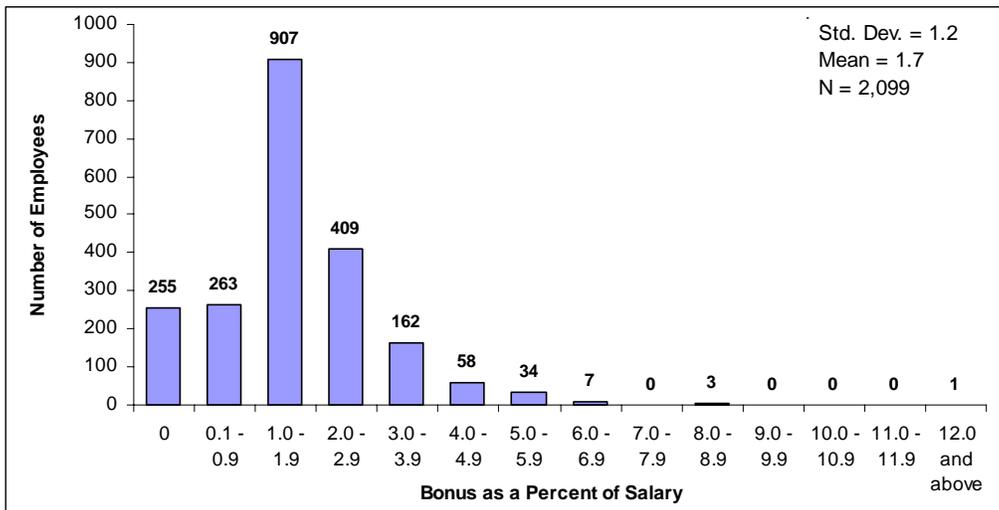
Year Two—Range of Bonus Percentages for Demonstration Group Employees



Year Three—Range of Bonus Percentages for Demonstration Group Participants



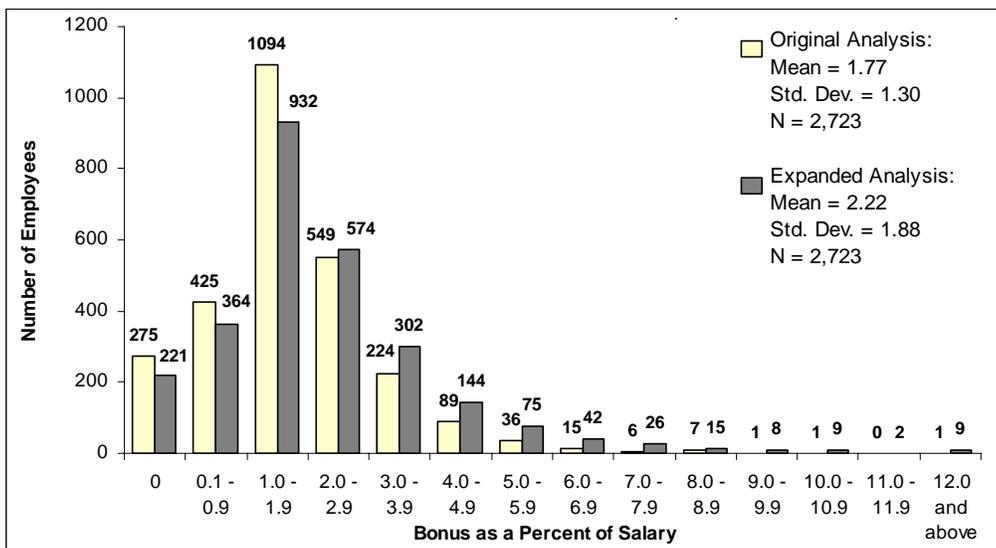
Year Four—Range of Bonus Percentages for Demonstration Group Participants



Notes:

1. This analysis is based on the 2,099 of the 2,641 Demonstration Group participants for whom bonus data were available.
2. Average bonus percentages are based on actions effective in November 2001, as reported in the Year Four data file provided by DoC.

Year Five—Range of Bonus Percentages for Demonstration Group Participants

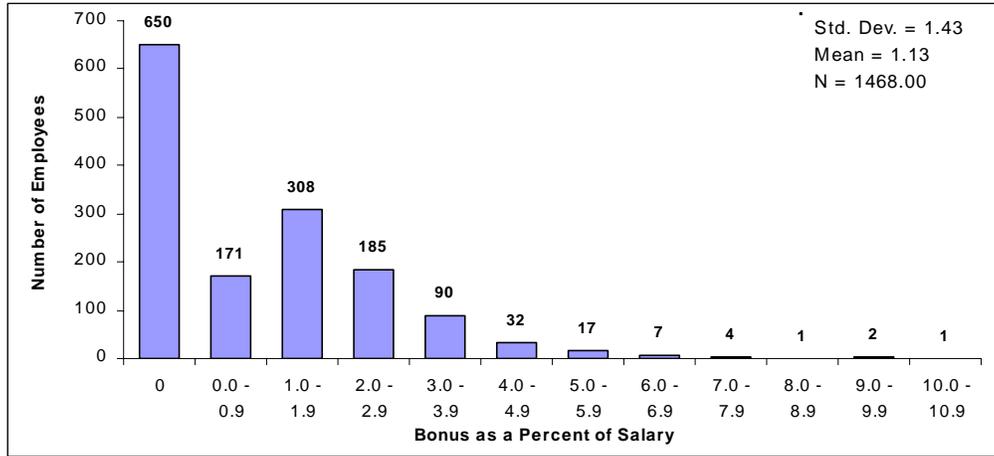


Notes:

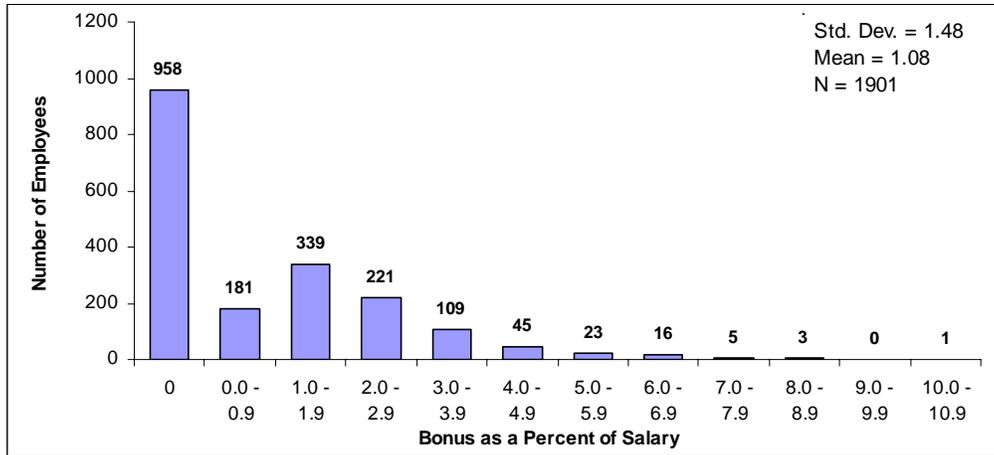
1. Average bonus percentages are based on actions effective in November 2002, as reported in the Year Five data file provided by DoC.
2. This analysis is based on the 2,723 of the 3,072 Demonstration Group participants for whom salary data were available.
3. In Year Five, the analysis of bonus/award data was addressed in two separate ways for the Demonstration Group. The original analysis was based solely on performance-based bonuses, consistent with previous years. The expanded analysis was based on all bonuses/awards received by Demonstration Group participants and allows inclusion of "Special Act" awards and Other Awards, given that these were accounted for in the Comparison Group calculation.

Range of Award Percentages for Comparison Group Employees

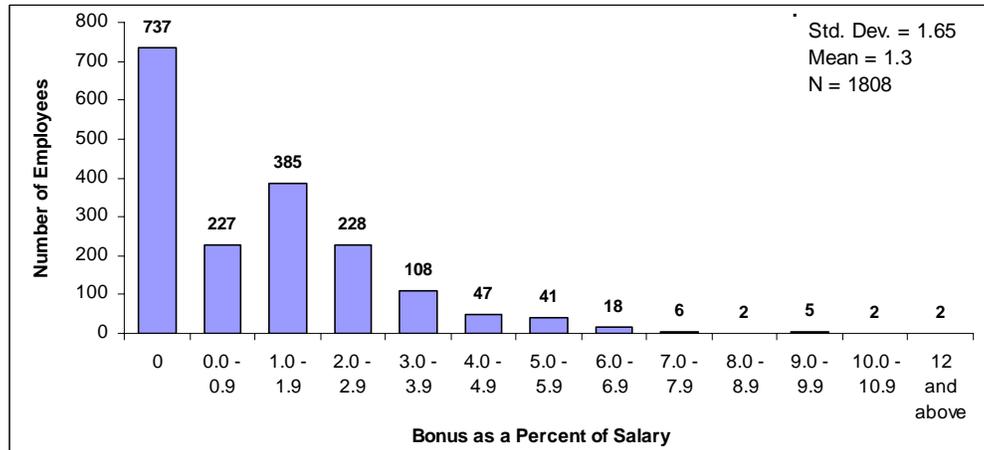
Year One—Range of Award Percentages for Comparison Group Employees



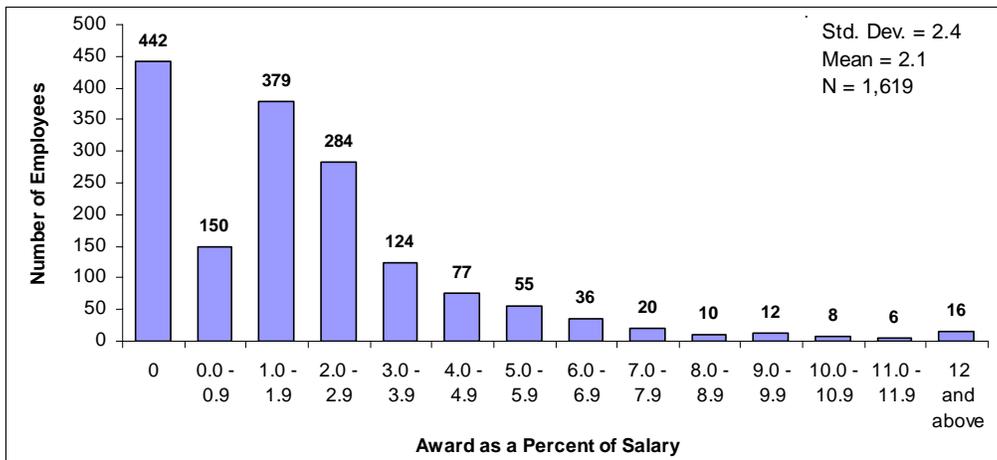
Year Two—Range of Award Percentages for Comparison Group Employees



Year Three—Range of Award Percentages for Comparison Group Participants

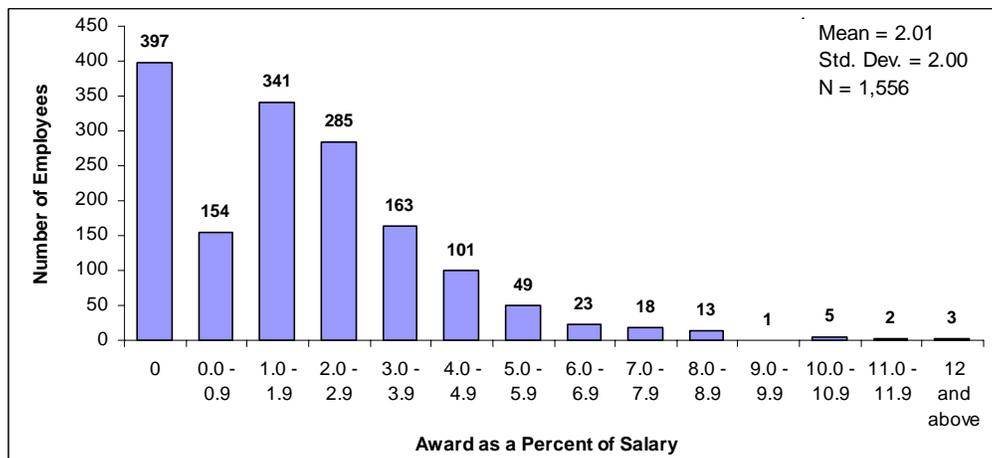


Year Four—Range of Award Percentages for Comparison Group Participants



Note: This analysis is based on the 1,619 of the 1,821 Comparison Group participants for whom salary data were available.

Year Five—Range of Award Percentages for Comparison Group Participants



Note: This analysis is based on the 1,556 of the 1,811 Comparison Group participants for whom salary data were available.

Average Performance-Based Pay Increase by Career Path

(This analysis was not performed on Year One or Year Two data.)

Year Three—Average Performance-Based Pay Increase by Career Path

CAREER PATH	AVERAGE PERFORMANCE-BASED PAY INCREASE
ZP	2.36%
ZT	1.86%
ZA	2.70%
ZS	1.63%
Overall	2.29%

Notes:

1. Average pay increase by career path were computed for Demonstration Project participants for whom pay band data were available.
2. Overall average pay increase is a non-weighted average given that it is intended to represent the Demonstration Project as a single entity.

Year Four—Average Performance-Based Pay Increase by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE PERFORMANCE-BASED PAY INCREASE
ZP	1,372	2.60%
ZT	120	2.29%
ZA	379	3.13%
ZS	228	2.07%
Overall	2,099	2.62%

Note: Average pay increase by career path were computed for 2,099 of the 2,641 Demonstration Group participants for whom pay band and salary data were available.

Year Five—Average Performance-Based Pay Increase by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE PERFORMANCE-BASED PAY INCREASE
ZP	1,745	2.76%
ZT	165	2.07%
ZA	509	3.29%
ZS	304	2.17%
Overall	2,723	2.75%

Note: Average pay increase by career path were computed for 2,723 of the 3,072 Demonstration Group participants for whom pay band and salary data were available. Average overall pay increase was computed by generating a weighted average to account for the different number of employees in each band.

Average Bonus by Career Path

(This analysis was not performed on Year One or Year Two data.)

Year Three—Average Bonus by Career Path

CAREER PATH	AVERAGE BONUS
ZP	1.42%
ZT	1.28%
ZA	1.63%
ZS	1.81%
Overall	1.50%

Notes:

1. Average bonus by career path was computed for Demonstration Project participants for whom pay band data were available.
2. Overall bonus is a non-weighted average given that it is intended to represent the Demonstration Project as a single entity.

Year Four—Average Bonus by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE BONUS
ZP	1,372	1.53%
ZT	120	1.47%
ZA	379	2.02%
ZS	228	2.41%
Overall	2,099	1.71%

Note: Average bonus by career path was computed for 2,099 of the 2,641 Demonstration Group participants for whom pay band and salary data were available.

Year Five—Average Bonus by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE BONUS
ZP	1,745	1.57%
ZT	165	1.34%
ZA	509	2.05%
ZS	304	2.72%
Overall	2,723	1.77%

Note: Average bonus by career path was computed for 2,723 of the 3,072 Demonstration Group participants for whom pay band and salary data were available. Average overall bonus was computed by generating a weighted average to account for the different number of employees in each band.

Average Performance Score by Career Path

(This analysis was not performed on Year One or Year Two data.)

Year Three—Average Performance Score by Career Path

CAREER PATH	AVERAGE PERFORMANCE APPRAISAL SCORES
ZP	85.0 points
ZT	83.0 points
ZA	85.8 points
ZS	81.9 points
Overall	84.3 points

Notes:

1. Average scores by career path were computed for Demonstration Project participants for whom pay band data were available.
2. Average overall performance score represents a non-weighted average across the Demonstration Group.

Year Four—Average Performance Score by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE PERFORMANCE APPRAISAL SCORES
ZP	1,373	85.9 points
ZT	120	83.2 points
ZA	380	87.3 points
ZS	228	83.2 points
Overall	2,101	85.7 points

Notes:

1. Average performance scores by career path were computed for 2,101 of the 2,641 Demonstration Group participants for whom pay band and performance score data were available.
2. Average overall performance score represents a non-weighted average across the Demonstration Group.

Year Five—Average Year Five Performance Score by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE PERFORMANCE APPRAISAL SCORES
ZP	1,745	86.4 points
ZT	165	84.0 points
ZA	509	88.2 points
ZS	304	84.8 points
Overall	2,723	86.5 points

Notes:

1. *Average performance scores by career path were computed for 2,723 of the 3,072 Demonstration Group participants for whom pay band and performance score data were available.*
2. *Average overall performance score represents a non-weighted average across the Demonstration Group.*

Performance Category and Performance-Based Pay Increases

Year Two—Performance Category and Performance-Based Pay Increases

PERFORMANCE CATEGORY	NUMBER OF EMPLOYEES	AVERAGE PAY INCREASE PERCENT
90-100	748	3.9%
80-89	923	2.9%
70-79	468	1.7%
60-69	105	0.9%
50-59	34	0.5%
40-49	1	0.0%

Year Two—Performance Category and Demonstration Group Participants Receiving No Performance-Based Pay Increases

PERFORMANCE CATEGORY	NUMBER OF EMPLOYEES	NUMBER OF EMPLOYEES WITH NO SALARY INCREASE	PERCENT RECEIVING NO SALARY INCREASE
90-100	748	34	5%
80-89	923	61	7%
70-79	468	51	11%
60-69	105	48	46%
50-59	34	21	62%
40-49	1	1	100%

(Beginning in Year Three, the two tables above were combined into the table below.)

Year Three—Performance Score Category and Performance-Based Pay Increases Among Demonstration Group Participants

PERFORMANCE CATEGORY	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES RECEIVING PAY INCREASES	AVERAGE PERFORMANCE-BASED PAY INCREASE PERCENTAGE
90-100	816	89.3%	3.5%
80-89	1,001	88.5%	2.6%
70-79	323	83.3%	1.5%
60-69	57	49.1%	0.6%
50-59	14	21.3%	0.2%
40-49	42	0.0%	0.0%

Note: Some, if not all, of the 10.7 percent of employees in the highest performance score category, but with no pay increases, may be employees at or near the top of their paybands. Employees who were promoted or received a pay adjustment within 120 days of the end of the rating cycle are eligible to receive a score but are not eligible for a pay increase.

Year Four—Performance Score Category and Performance-Based Pay Increases Among Demonstration Group Participants

PERFORMANCE SCORE CATEGORY	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES RECEIVING PAY INCREASES	AVERAGE PERFORMANCE-BASED PAY INCREASE PERCENTAGE
90-100	797	91%	3.3%
80-89	983	91%	2.5%
70-79	262	78%	1.5%
60-69	42	52%	0.7%
50-59	8	0%	0.0%
40-49	9	33%	1.6%

Note: Some, if not all, of the 9 percent of employees in the highest performance score category, but with no pay increases, may be employees at or near the top of their paybands. Employees who were promoted or received a pay adjustment within 120 days of the end of the rating cycle are eligible to receive a score but are not eligible for a pay increase.

Year Five—Performance Score Category and Performance-Based Pay Increases Among Demonstration Group Participants

PERFORMANCE SCORE CATEGORY	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES RECEIVING PAY INCREASES	AVERAGE PERFORMANCE-BASED PAY INCREASE PERCENTAGE
90-100	1,120	87.0%	3.2%
80-89	1,241	89.5%	2.7%
70-79	295	84.1%	2.0%
60-69	52	32.7%	0.3%
50-59	6	16.7%	0.2%
40-49	9	0.3%	0.0%

Notes:

- 1. The total number of employees in this analysis is based on the 2,723 employees for whom valid Year Five performance scores were available.*
- 2. Some, if not all, of the 13 percent of employees in the highest performance score category, but with no pay increases, may be employees at or near the top of their paybands. Employees who were promoted or received a pay adjustment within 120 days of the end of the rating cycle are eligible to receive a score but are not eligible for a pay increase.*

Correlation Between Performance Scores and Bonuses by Career Path

(This analysis was not performed on Year One or Year Two data.)

Year Three—Correlation Between Performance Scores and Bonuses by Career Path

CAREER PATH	CORRELATION BETWEEN PERFORMANCE SCORE AND BONUS
ZP	.46
ZT	.44
ZA	.48
ZS	.60
Overall	.46

Notes:

1. All results are significant at the $p \leq .001$ level.
2. Correlation by career path were computed for Demonstration Project participants for whom pay band data were available.
3. Overall correlation represents a non-weighted average across the Demonstration Group.

Year Four—Correlation Between Performance Scores and Bonuses by Career Path

CAREER PATH	CORRELATION BETWEEN PERFORMANCE SCORE AND BONUS
ZP	.46
ZT	.40
ZA	.30
ZS	.34
Overall	.37

Notes:

1. All results are significant at the $p \leq .01$ level.
2. Correlation by career path was computed for 2,099 of the 2,641 Demonstration Group participants for whom pay band data were available.
3. Overall correlation represents a non-weighted average across the Demonstration Group.

Year Five—Correlation Between Performance Scores and Bonuses by Career Path

CAREER PATH	CORRELATION BETWEEN PERFORMANCE SCORE AND BONUS
ZP	.45
ZT	.56
ZA	.45
ZS	.53
Overall	.44

Notes:

1. All results are significant at the $p \leq .01$ level.
2. Correlation by career path was computed for 2,502 of the 3,072 Demonstration Group participants for whom pay band data were available.
3. Overall correlation represents a non-weighted average across the Demonstration Group.

Range of Pay Increases Upon Promotion

(This analysis was not performed on Year One or Year Two data.)

Year Three—Range of Pay Increases Upon Promotion

Promotion by Band (or equivalent)	Demonstration Group		Comparison Group	
	Employees	Size of Range of Increase Upon Promotion	Employees	Size of Range of Increase Upon Promotion
Band 2	18	\$8,997	6	\$7,171
Band 3	60	\$10,206	26	\$9,727
Band 4	57	\$14,173	11	\$6,181
Band 5	21	\$17,537	4	\$1,985
Average Range		\$12,503		\$7,912

Notes:

1. Band (equivalent) and salary information was not available for two participants in the Comparison Group who were promoted. Promotions are reported for those cases in which employees were promoted across bands (or the equivalent in the Comparison Group).
2. Size of range was computed by subtracting the smallest promotion amount from the largest promotion amount.
3. Average range was computed by generating a weighted average to account for the different number of employees in each band.

Year Four—Range of Pay Increases Upon Promotion

Promotion by Band (or equivalent)	Demonstration Group		Comparison Group	
	Employees	Size of Range of Increase Upon Promotion	Employees	Size of Range of Increase Upon Promotion
Band 2	2	\$2,116	3	\$714
Band 3	43	\$10,270	27	\$5,261
Band 4	55	\$17,522	38	\$9,663
Band 5	24	\$13,885	8	\$5,538
Average Range		\$14,055		\$7,312

Notes:

1. Promotions are reported for those cases in which employees were promoted across bands (or the equivalent in the Comparison Group).
2. Size of range was computed by subtracting the smallest promotion amount from the largest promotion amount.
3. Average range was computed by generating a weighted average to account for the different number of employees in each band.

Year Five—Range of Pay Increases Upon Promotion

Promotion by Band (or equivalent)	Demonstration Group		Comparison Group	
Band after promotion	Employees	Size of Range of Increase Upon Promotion	Employees	Size of Range of Increase Upon Promotion
Band 2	12	\$10,037	59	\$8,761
Band 3	62	\$12,157	71	\$9,637
Band 4	82	\$15,461	62	\$11,524
Band 5	41	\$24,492	15	\$15,218
Average Range		\$15,970		\$10,357

Notes:

1. Promotions are reported for those cases in which employees were promoted across bands (or the equivalent in the Comparison Group).
2. Size of range was computed by subtracting the smallest promotion amount from the largest promotion amount.
3. Average range was computed by generating a weighted average to account for the different number of employees in each band.

**Comparisons of Starting Salary Ranges Among New Hires
in the Demonstration and Comparison Groups**

**Year Two—Comparisons of Starting Salary Ranges Among New Hires
in the Demonstration and Comparison Groups**

	Demonstration Group		Comparison Group	
	Number of New Hires*	Size of Range of Starting Salaries	Number of New Hires	Size of Range of Starting Salaries
ZA				
Band 1	1	\$0	1	\$0
Band 2	16	\$16,492	2	\$1,817
Band 3	8	\$23,000	2	\$12,894
Band 4	7	\$18,171	6	\$16,401
Band 5	2	\$10,754	0	\$0
ZP				
Band 1	2	\$7,372	5	\$5,902
Band 2	24	\$20,059	56	\$12,214
Band 3	37	\$25,927	31	\$22,351
Band 4	31	\$31,657	10	\$35,752
Band 5	5	\$21,505	0	\$0
ZS				
Band 1	10	\$6,513	3	\$4,008
Band 2	13	\$5,106	5	\$23,938
Band 3	10	\$10,656	11	\$11,695
Band 4	6	\$10,585	4	\$2,592
Band 5	3	\$6,278	0	\$0
ZT				
Band 1	11	\$8,814	25	\$6,983
Band 2	2	\$7,526	32	\$9,704
Band 3	2	\$8,063	3	\$9,849
Band 4	2	\$5,858	0	\$0
Band 5	0	\$0	0	\$0

Notes:

1. The number of cases used in this analysis is based on the number of new hires for whom starting salary, career path, and pay band data were available (i.e., 192 out of 313 new hires)
2. Size of range of was computed as by subtracting the smallest starting salary from the largest starting salary.
3. For each comparison between the Demonstration Group and the Comparison Group, the wider range in starting salaries appears in bold.

**Year Three—Comparison of Starting Salary Ranges Among New Hires
in the Demonstration and Comparison Groups**

	Demonstration Group		Comparison Group	
	Number of New Hires*	Size of Range of Starting Salaries	Number of New Hires	Size of Range of Starting Salaries
ZA				
Band 1	1	\$0	0	\$0
Band 2	9	\$16,134	2	\$2,311
Band 3	9	\$15,502	3	\$27,009
Band 4	5	\$29,819	2	\$12,806
Band 5	7	\$25,390	0	\$0
ZP				
Band 1	6	\$8,438	3	\$6,486
Band 2	38	\$21,003	40	\$23,247
Band 3	18	\$19,040	34	\$28,427
Band 4	20	\$31,815	8	\$31,651
Band 5	6	\$8,000	1	\$0
ZS				
Band 1	6	\$4,763	0	\$0
Band 2	12	\$9,502	1	\$0
Band 3	16	\$11,411	6	\$11,154
Band 4	5	\$9,803	4	\$10,756
Band 5	1	\$0	0	\$0
ZT				
Band 1	13	\$8,889	5	\$2,850
Band 2	11	\$12,980	8	\$9,620
Band 3	3	\$12,690	1	\$0
Band 4	1	\$0	0	\$0
Band 5	0	\$0	0	\$0

Notes:

1. The number of cases used in this analysis is based on the number of new hires for whom starting salary, career path, and pay band data were available (i.e., 187 out of 280 new hires in the Demonstration Group and 118 out of 161 new hires in the Comparison Group).
2. Size of range of was computed as by subtracting the smallest starting salary from the largest starting salary.
3. For each comparison between the Demonstration Group and the Comparison Group, the wider range in starting salaries appears in bold.

**Year Four—Comparison of Starting Salary Ranges Among New Hires
in the Demonstration and Comparison Groups**

	Demonstration Group		Comparison Group	
	Number of New Hires*	Size of Range of Starting Salaries	Number of New Hires	Size of Range of Starting Salaries
ZA				
Band 1	5	\$14,549	5	\$5,113
Band 2	17	\$22,515	11	\$13,041
Band 3	17	\$28,048	5	\$16,832
Band 4	7	\$42,333	2	\$22,470
Band 5	2	\$24,333	1	N/A
ZP				
Band 1	3	\$5,104	5	\$1,559
Band 2	97	\$26,969	51	\$22,567
Band 3	45	\$28,047	37	\$43,097
Band 4	17	\$32,343	7	\$31,031
Band 5	8	\$25,783	0	N/A
ZS				
Band 1	18	\$8,591	9	\$2,351
Band 2	24	\$9,180	7	\$3,183
Band 3	12	\$8,880	7	\$11,891
Band 4	17	\$16,955	9	\$10,959
Band 5	0	N/A	0	N/A
ZT				
Band 1	13	\$8,902	30	\$6,415
Band 2	5	\$10,740	26	\$11,229
Band 3	2	\$8,838	2	\$5,252
Band 4	1	N/A	0	N/A
Band 5	0	N/A	0	N/A

Notes:

- 1. The number of cases used in this analysis is based on the number of new hires for whom starting salary, career path, and pay band data were available (i.e., 310 out of 344 new hires in the Demonstration Group and 214 out of 215 new hires in the Comparison Group).*
- 2. Size of range of was computed as by subtracting the smallest starting salary from the largest starting salary.*
- 3. For each comparison between the Demonstration Group and the Comparison Group, the wider range in starting salaries appears in bold.*

**Year Five—Comparison of Starting Salary Ranges Among New Hires
in the Demonstration and Comparison Groups**

	Demonstration Group		Comparison Group	
	Number of New Hires*	Size of Range of Starting Salaries	Number of New Hires	Size of Range of Starting Salaries
ZA				
Band 1	1	\$0	1	N/A
Band 2	5	\$12,500	5	\$8,697
Band 3	13	\$24,478	6	\$23,581
Band 4	0	N/A	0	N/A
Band 5	1	\$0	1	N/A
ZP			88	
Band 1	1	\$0	3	\$1,102
Band 2	35	\$27,836	23	\$14,076
Band 3	12	\$28,757	48	\$34,698
Band 4	12	\$29,742	14	\$23,156
Band 5	1	\$0	0	N/A
ZS			14	
Band 1	4	\$4,585	2	\$3,995
Band 2	1	\$0	2	\$985
Band 3	8	\$10,500	6	\$3,125
Band 4	10	\$14,609	4	\$6,937
Band 5	-	-	-	-
ZT			17	
Band 1	17	\$13,289	4	\$2,283
Band 2	3	\$6,080	11	\$8,388
Band 3	7	\$12,594	2	\$5,941
Band 4	0	N/A	0	N/A
Band 5	0	N/A	0	N/A

Notes:

- 1. The number of cases used in this analysis is based on the number of new hires for whom starting salary, career path, and pay band data were available (i.e., 131 out of 223 new hires in the Demonstration Group and 132 out of 160 new hires in the Comparison Group).*
- 2. Size of range of was computed as by subtracting the smallest starting salary from the largest starting salary.*
- 3. For each comparison between the Demonstration Group and the Comparison Group, the wider range in starting salaries appears in bold.*

Agency Data Request Results – Recruitment Methods

Year Three—Agency Data Request Results – Recruitment Methods

	DEMONSTRATION GROUP	COMPARISON GROUP
Agency based staffing		
Total number of offers made*	130	89
Total number of offers accepted	127	89
Total number of offers re-negotiated (per candidate)	16	0
Acceptance rate (offers accepted/offer made)	98%	100%
Merit assignment		
Total number of offers made	174	59
Total number of offers accepted	169	59
Total number of offers re-negotiated (per candidate)	18	0
Acceptance rate (offers accepted/offer made)	97%	100%
Average number of calendar days required to fill a position (from initial posting of vacancy to selection)	69 days	68 days

* The total number of offers made may appear lower than typical given the Presidential hiring freeze.

Year Four—Agency Data Request Results – Recruitment Methods

	DEMONSTRATION GROUP	COMPARISON GROUP
Agency based staffing		
Total number of offers made	96	54
Total number of offers accepted	94	54
Total number of offers re-negotiated (per candidate)	26	5
Acceptance rate (offers accepted/offer made)	98%	100%
Merit assignment		
Total number of offers made	224	57
Total number of offers accepted	224	57
Total number of offers re-negotiated (per candidate)	12	5
Acceptance rate (offers accepted/offer made)	100%	100%
Average number of calendar days required to fill a position (from initial posting of vacancy to selection)	58 days	56 days

Year Five—Agency Data Request Results – Recruitment Methods

	DEMONSTRATION GROUP	COMPARISON GROUP
Agency based staffing		
Total number of offers made	176	143
Total number of offers accepted	173	138
Total number of offers re-negotiated (per candidate)	34	0
Acceptance rate (offers accepted/offer made)	98%	97%
Merit assignment		
Total number of offers made	194	33
Total number of offers accepted	190	33
Total number of offers re-negotiated (per candidate)	28	1
Acceptance rate (offers accepted/offer made)	98%	100%
Average number of calendar days required to fill a position (from initial posting of vacancy to selection)	48 days	42 days

Demonstration Group Turnover Rates by Level of Performance

Year Two—Demonstration Group Turnover Rates by Level of Performance

PERFORMANCE SCORE	NUMBER OF EMPLOYEES*	TURNOVER RATE
All Scores	2,275	10%
90-100	748	10%
80-89	923	9%
70-79	468	11%
60-69	105	9%
50-59	34	18%
40-49	1	0%

Note:

1. This analysis is based on Demonstration Group participants who had valid performance ratings in Year Two.

Year Three—Demonstration Group Turnover Rates by Level of Performance

PERFORMANCE SCORE	NUMBER OF EMPLOYEES	NUMBER OF SEPARATED EMPLOYEES	TURNOVER RATE
All Scores	2,253	339*	15%**
90-100	814	119	15%
80-89	998	127	13%
70-79	323	66	20%
60-69	57	17	30%
50-59	14	8	57%
40-49	42	2	5%

Notes:

1. Overall, 436 employees separated during Year Three. Valid Year Three performance scores were available for 148 of the 436 who separated in Year Three. For an additional 191 of the 436 who separated in Year Three, valid Year Two performance scores were available (presumably these employees separated prior to receiving a Year Two score). This analysis is therefore based upon these 339 employees. This analysis does not include 97 employees who separated in Year Three but for whom neither Year Two nor Year Three performance scores were available.
2. 15 percent is the turnover rate among Demonstration Group participants for whom performance scores were available. The turnover rate presented elsewhere, 16 percent, is the rate for all Demonstration Group participants.

Year Four—Demonstration Group Turnover Rates by Level of Performance

PERFORMANCE SCORE CATEGORY	NUMBER OF EMPLOYEES	NUMBER OF SEPARATED EMPLOYEES	TURNOVER RATE
90-100	797	60	8%
80-89	983	106	11%
70-79	262	27	10%
60-69	42	2	5%
50-59	8	1	13%
40-49	9	1	11%

Notes:

1. Overall, 403 employees separated during Year Four. The total number of separated employees in this analysis is based on 197 of the 403 employees who separated in Year Four for whom valid Year Four performance scores were available.
2. The total number of employees in this analysis is based on the 2,101 employees for whom valid Year Four performance scores were available.
3. In Year Four, this analysis was performed as it was in Year Two.

Year Five—Demonstration Group Turnover Rates by Level of Performance

PERFORMANCE SCORE CATEGORY	NUMBER OF EMPLOYEES	NUMBER OF SEPARATED EMPLOYEES	TURNOVER RATE
90-100	1,120	17	1.5%
80-89	1,241	30	2.4%
70-79	295	9	3.1%
60-69	52	4	7.7%
50-59	6	0	N/A
40-49	9	1	11.1%

Notes:

1. The total number of employees in this analysis is based on the 2,723 employees for whom valid Year Five performance scores were available.
2. Overall, 158 employees separated during Year Five. The total number of separated employees in this analysis is based on 61 of the 158 employees who separated in Year Five for whom valid Year Five performance scores were available.
3. The overall turnover rate for the Demonstration Group is 5 percent, which differs from a weighted average of the rates presented in this table. The reason for this difference is that the overall turnover rate is based on the number of employees who separated during Year Five and the total number of employees in the Demonstration Group, regardless of whether performance scores were available.

Average Turnover Rate by Career Path

(This analysis was not performed on Year One or Year Two data.)

Year Three—Average Turnover Rate by Career Path

CAREER PATH	AVERAGE TURNOVER RATE	AVERAGE PERFORMANCE SCORE
ZP	13%	85.0 points
ZT	25%	83.0 points
ZA	18%	85.8 points
ZS	23%	81.9 points
Overall	16%	84.3 points

Notes:

1. Rates by career path were computed for Demonstration Project participants for whom pay band data were available.
2. Overall turnover rate is a non-weighted average given that it is intended to represent the Demonstration Project as a single entity.
3. The overall turnover rate for the Demonstration Group is 16 percent, which may differ from a weighted average of the rates presented in this table. The reason for this difference is that the overall turnover rate is based on the number of employees who separated during Year Five and the total number of employees in the Demonstration Group, regardless of whether career path data were available.

Year Four—Average Turnover Rate by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE TURNOVER RATE	AVERAGE PERFORMANCE APPRAISAL SCORES
ZP	1,373	15%	85.9 points
ZT	120	14%	83.2 points
ZA	380	14%	87.3 points
ZS	228	20%	83.2 points
Overall	2,101	15%	85.7 points

Notes:

1. Turnover rates by career path were computed for Demonstration Project participants for whom pay band data were available.
2. Average performance scores by career path were computed for 2,101 of the 2,641 Demonstration Group participants for whom pay band and performance score data were available; these averages are not limited to the subset of individuals who turned over in Year Four.
3. The overall turnover rate for the Demonstration Group is 15 percent, which may differ from a weighted average of the rates presented in this table. The reason for this difference is that the overall turnover rate is based on the number of employees who separated during Year Five and the total number of employees in the Demonstration Group, regardless of whether career path data were available.

Year Five—Average Turnover Rate by Career Path

CAREER PATH	NUMBER OF EMPLOYEES	AVERAGE TURNOVER RATE	AVERAGE PERFORMANCE APPRAISAL SCORES
ZP	1,745	2.3%	86.4 points
ZT	165	3.0%	84.0 points
ZA	509	1.6%	88.2 points
ZS	304	2.3%	84.8 points
Overall	2,723	5.1%	86.5 points

Notes:

1. *Turnover rates by career path were computed for Demonstration Project participants for whom pay band data were available.*
2. *Average performance scores by career path were computed for 2,723 of the 3,072 Demonstration Group participants for whom pay band and performance score data were available; these averages are not limited to the subset of individuals who turned over in Year Five.*
3. *The overall turnover rate for the Demonstration Group is 5 percent, which may differ from a weighted average of the rates presented in this table. The reason for this difference is that the overall turnover rate is based on the number of employees who separated during Year Five and the total number of employees in the Demonstration Group, regardless of whether career path data were available.*

Average Increases, Bonuses, and Total Awards as a Percent of Salary

Year Two—Average Increases, Bonuses, and Total Awards as a Percent of Salary

Type of Award	Average Award (as a % of salary)
Pay Increase	
Stayers	2.9%
Leavers	2.6%
Bonus	
Stayers	1.6%
Leavers	1.7%
Total Awards	
Stayers	4.5%
Leavers	4.3%

Note: The difference between performance-based pay increases was statistically significant at the $p \leq .05$ level. The difference between bonuses and the difference between total awards was not statistically significant at the $p \leq .01$ level.

Year Three—Stayers Versus Leavers: Percent Increases and Bonuses

Type of Award	Average Award (as a Percentage of Salary)
Performance-Based Pay Increase	
Stayers	2.6%
Leavers	2.8%
Bonus	
Stayers	1.7%
Leavers	1.7%
Total Awards	
Stayers	4.3%
Leavers	4.5%

Note: None of these differences was found to be statistically significant at the $p \leq .05$ level.

Year Four—Stayers Versus Leavers: Percent Increases and Bonuses

Type of Award	Average Award (as a Percentage of Salary)
Performance-Based Pay Increase	
Stayers	2.6%
Leavers	2.5%
Bonus	
Stayers	1.7%
Leavers	1.6%
Total Awards	
Stayers	4.3%
Leavers	4.1%

Note: None of these differences was found to be statistically significant at the $p \leq .05$ level.

Year Five—Stayers Versus Leavers: Percent Increases and Bonuses

Type of Award	Average Award (as a Percentage of Salary)
Performance-Based Pay Increase	
Stayers	2.8%
Leavers	2.2%
Bonus	
Stayers	1.8%
Leavers	1.3%
Total Awards (Performance-Based Pay Increase Plus Bonus)	
Stayers	4.6%
Leavers	3.5%

Note: The difference between performance-based pay increases was not statistically significant at the $p \leq .05$ level. The difference between bonuses and the difference between total awards was statistically significant at the $p \leq .01$ level.

Average Increases and Bonuses (in Dollars)

Year Two—Average Increases and Bonuses (in Dollars)

Type of Award	Average Award
Pay Increase	
Stayers	\$1626
Leavers	\$1410
Bonus	
Stayers	\$934
Leavers	\$946

Note: The difference between performance-based pay increases was statistically significant at the $p \leq .05$ level. The difference between bonuses was not statistically significant at the $p \leq .05$ level.

Year Three—Stayers Versus Leavers: Average Performance-Based Pay Increases and Bonuses

Type of Award	Average Award (in Dollars)
Performance-Based Pay Increase	
Stayers	\$1,551
Leavers	\$1,650
Bonus	
Stayers	\$1,037
Leavers	\$1,074

Note: Neither of these differences was found to be statistically significant at the $p \leq .05$ level.

Year Four—Stayers Versus Leavers: Average Performance-Based Pay Increases and Bonuses

Type of Award	Average Award (in Dollars)
Performance-Based Pay Increase	
Stayers	\$1,627
Leavers	\$1,535
Bonus**	
Stayers	\$1,126
Leavers	\$986

Note: The difference between performance-based pay increases was not statistically significant at the $p \leq .05$ level. The difference between bonuses was statistically significant at the $p \leq .05$ level.

Year Five—Stayers Versus Leavers: Average Performance-Based Pay Increases and Bonuses

Type of Award	Average Award (in Dollars)
Performance-Based Pay Increase	
Stayers	\$1,791
Leavers	\$1,233
Bonus**	
Stayers	\$1,235
Leavers	\$843

Note: The difference between performance-based pay increases was not statistically significant at the $p \leq .05$ level. The difference between bonuses was statistically significant at the $p \leq .05$ level.

Turnover Among Supervisors

Year Two—Turnover Among Supervisors

Group	Total Number	Turnover Rate
Demonstration Group		
All Employees	2740	13%
All Supervisors	218	13%
Supervisors Receiving Supervisory Performance Pay	44	7%
Comparison Group		
All Employees	1928	10%
Supervisors Only	149	7%

Note: The turnover rate was calculated as the number of individuals who separated divided by the total number of individuals.

Year Three—Turnover Among Supervisors

Group	Total Number	Number Who Separated	Turnover Rate
Demonstration Group			
All Employees	2781	436	16%
All Supervisors	222	39	18%
Supervisors Who Did Not Receive Supervisory Performance Pay	173	30	17%
Supervisors Who Did Receive Supervisory Performance Pay	49	9	18%
Comparison Group			
All Employees	1808	204	11%
All Supervisors	149	13	9%

Note: The turnover rate was calculated as the number of individuals who separated divided by the total number of individuals.

Year Four—Turnover Among Supervisors

Group	Total Number	Number Who Separated	Turnover Rate
Demonstration Group			
All Employees*	2641	403	15%
All Supervisors	189	26	14%
Supervisors Who Did Not Receive Supervisory Performance Pay	132	18	14%
Supervisors Who Did Receive Supervisory Performance Pay	57	8	14%
Comparison Group			
All Employees	1821	281	15%
All Supervisors	149	20	13%

Notes:

1. Turnover rate was calculated as the number of individuals who separated divided by the total number of individuals.
2. "All Employees" includes supervisory and non-supervisory employees.

Year Five—Turnover Among Supervisors

Group	Total Number	Number Who Separated	Turnover Rate
Demonstration Group			
All Employees*	3,072	158	5%
All Supervisors	276	14	5%
<i>Supervisors Who Did Not Receive Supervisory Performance Pay</i>	187	7	4%
<i>Supervisors Who Did Receive Supervisory Performance Pay</i>	89	7	8%
Comparison Group			
All Employees	1,811	75	4%
All Supervisors	158	6	4%

Notes:

1. Turnover rate was calculated as the number of individuals who separated divided by the total number of individuals.
2. "All Employees" includes supervisory and non-supervisory employees.

Diversity of New Hires Compared to the Overall Demonstration Group

Year Two—Diversity of New Hires Compared to the Overall Demonstration Group

Category	New Hires (N=313)	All Demonstration Group Employees (N=2,740)
Minority Status		
Minority	25%	20%
Non-Minority	75%	81%
Gender		
Women	44%	40%
Men	56%	60%
Veteran Status		
Veteran	12%	9%
Non-Veteran	88%	91%

Notes:

1. May not add to 100% due to rounding.
2. The number of new hires reported here is the number of new hires reported in the objective datafile.

Year Three—Diversity of New Hires Compared to the Overall Demonstration Group

Category	New Hires (N=280)*	All Demonstration Group Employees (N=2,781)
Minority Status		
Minority	20%	20%
Non-Minority	80%	80%
Gender		
Women	43%	41%
Men	57%	59%
Veteran Status		
Veteran	16%	14%
Non-Veteran	84%	86%

Note: The number of new hires reported here is the number of new hires reported in the objective datafile.

Year Four—Diversity of New Hires Compared to the Overall Demonstration Group

Category	New Hires (N=344)	All Demonstration Group Employees (N=2,641)
Minority Status		
Minority	20%	20%
Non-Minority	80%	80%
Gender		
Women	53%	42%
Men	47%	58%
Veteran Status		
Veteran	8%	13%
Non-Veteran	92%	87%

Note: The number of new hires reported here is the number of new hires reported in the objective datafile.

Year Five—Diversity of New Hires Compared to the Overall Demonstration Group

Category	New Hires (N=223)	All Demonstration Group participants (N=2,723)
Minority Status		
Minority	22%	20%
Non-Minority	78%	80%
Gender		
Women	40%	41%
Men	60%	59%
Veteran Status		
Veteran	11%	13%
Non-Veteran	89%	87%

Note: The number of new hires reported here is the number of new hires reported in the objective datafile.

Average Performance Appraisal Scores (Raw), Pay Increase Percentages (Raw and Adjusted), and Bonus Percentages (Raw and Adjusted) for the Demonstration Group

Year One—Average Performance Appraisal Scores (Raw), Pay Increase Percentages (Raw and Adjusted) , and Bonus Percentages (Raw and Adjusted) for the Demonstration Group

Subgroup	Performance Appraisal Scores	Average Pay Increase Percentage		Average Bonus Percentage	
		Raw	Adjusted	Raw	Adjusted
Minority	80.34 points	2.73%	2.70%	1.46%	1.50%
Non-Minority	82.33 points	2.73%	2.74%	1.72%	1.71%
Female	82.64 points	3.10%	2.76%	1.95%	1.88%
Male	81.53 points	2.50%	2.71%	1.50%	1.54%
Veteran	79.38 points	2.26%	2.67%	1.49%	1.63%
Non-Veteran	82.22 points	2.78%	2.74%	1.69%	1.67%
Total	81.95 points	2.73%	--	1.67%	--

Notes:

1. The average performance appraisal score for each Demonstration Group subgroup is the average number of points received under the 100-point system. Performance data for Demonstration Group employees are based on appraisals conducted in September 1998, and as reported in the January 1999 data file provided by DoC. Average increase and bonus percentages are based on actions effective in November 1998, as reported in the January 1999 data file provided by DoC.
2. The minority group includes all non-White personnel.
3. Adjusted averages were computed by statistically controlling for performance score, career path, and length of service.

Year Two—Average Performance Appraisal Scores (Raw), Pay Increase Percentages (Raw and Adjusted), and Bonus Percentages (Raw and Adjusted) for the Demonstration Group

	Performance Appraisal Scores	Average Pay Increase Percentage		Average Bonus Percentage	
		Raw	Adjusted	Raw	Adjusted
Minority	82.7 points	2.8%	2.7%	1.5%	1.5%
Non-Minority	83.6 points	2.9%	2.9%	1.6%	1.6%
Female	83.9 points	3.1%	2.7%	1.8%	1.8%
Male	83.1 points	2.7%	2.9%	1.5%	1.5%
Veteran	81.8 points	2.5%	2.8%	1.4%	1.5%
Non-Veteran	83.6 points	2.9%	2.9%	1.6%	1.6%
Total	83.4 points	2.9%	--	1.6%	--

Notes:

1. The average performance appraisal score for each Demonstration Group subgroup is the average number of points received under the 100-point system. Performance data for Demonstration Group employees are based on appraisals conducted in September 1999, and as reported in the Year Two data file provided by DoC. Average increase and bonus percentages are based on actions effective in November 1998, as reported in the Year Two data file provided by DoC.
2. The minority group includes all non-White personnel, specifically Blacks, Hispanics, Asians, and American Indians.
3. Adjusted averages were computed by statistically controlling for performance score, career path, and length of service.

Year Three—Average Performance Appraisal Scores, Pay Increase Percentages (Raw and Adjusted), and Bonus Percentages (Raw and Adjusted) for the Demonstration Group

	Average Performance Appraisal Scores	Average Performance-Based Pay Increase Percentage		Average Bonus Percentage	
		Raw	Adjusted	Raw	Adjusted
Minority	83.5 points	2.6%	2.5%	1.5%	1.5%
Non-Minority	84.9 points	2.7%	2.7%	1.7%	1.7%
Female	84.7 points	2.9%	2.7%	1.8%	1.8%
Male	84.5 points	2.4%	2.6%	1.6%	1.6%
Veteran	83.2 points	2.1%	2.4%	1.5%	1.5%
Non-Veteran	84.8 points	2.7%	2.7%	1.7%	1.7%
Average	84.3 points	2.6%	--	1.6%	--

Notes:

1. The average performance appraisal score for each Demonstration Group subgroup is the average number of points received under the 100-point system. Performance data for Demonstration Group employees are based on appraisals conducted in September 2000, and as reported in the Year Three data file provided by DoC. Average performance-based pay increase and bonus percentages are based on actions effective in November 1999, as reported in the Year Three data file provided by DoC.
2. The minority group includes all non-White personnel, specifically Blacks, Hispanics, Asians, and American Indians.
3. Adjusted averages were computed by statistically controlling for performance score, career path, and length of service.

Year Four—Average Performance Appraisal Scores, Pay Increase Percentages (Raw and Adjusted), and Bonus Percentages (Raw and Adjusted) for the Demonstration Group

	Average Performance Appraisal Scores	Average Performance-Based Pay Increase Percentage		Average Bonus Percentage	
		Raw	Adjusted	Raw	Adjusted
Minority	85.3 points	2.6%	2.4%	1.6%	1.6%
Non-Minority	85.8 points	2.6%	2.7%	1.7%	1.7%
Female	85.9 points	2.9%	2.6%	1.9%	1.9%
Male	85.7 points	2.5%	2.6%	1.6%	1.6%
Veteran	83.6 points	2.0%	2.4%	1.5%	1.6%
Non-Veteran	86.1 points	2.7%	2.7%	1.7%	1.7%

Notes:

1. The average performance appraisal score for each Demonstration Group subgroup is the average number of points received under the 100-point system. Performance data for Demonstration Group employees are based on appraisals conducted in September 2001, and as reported in the Year Four data file provided by DoC. Average performance-based pay increase and bonus percentages are based on actions effective in November 2001, as reported in the Year Four data file provided by DoC.
2. The minority group includes all non-White personnel, specifically Blacks, Hispanics, Asians, and American Indians.
3. Adjusted averages were computed by statistically controlling for performance score, career path, and length of service.
4. Average performance-based pay increase and bonus percentages were computed for 2,099 of the 2,641 Demonstration Group participants for whom salary data were available. Average performance scores were computed for 2,101 of the 2,641 Demonstration Group participants for whom performance score data were available

Year Five—Average Performance Appraisal Scores, Pay Increase Percentages (Raw and Adjusted), and Bonus Percentages (Raw and Adjusted) for the Demonstration Group

		Average Performance-Based Pay Increase Percentage		Average Bonus Percentage	
		Raw	Adjusted	Raw	Adjusted
Minority	85.9 points	2.6%	2.5%	1.7%	1.7%
Non-Minority	86.6 points	2.8%	2.8%	1.8%	1.8%
Female	86.8 points	3.1%	2.8%	2.0%	2.0%
Male	86.2 points	2.5%	2.8%	1.6%	1.6%
Veteran	84.9 points	2.3%	2.7%	1.5%	1.6%
Non-Veteran	86.7 points	2.8%	2.8%	1.8%	1.8%

Notes:

1. The average performance appraisal score for each Demonstration Group subgroup is the average number of points received under the 100-point system. Performance data for Demonstration Group employees are based on appraisals conducted in September 2002, and as reported in the Year Five data file provided by DoC. Average performance-based pay increase and bonus percentages are based on actions effective in November 2002, as reported in the Year Five data file provided by DoC.
2. The minority group includes all non-White personnel, specifically Blacks, Hispanics, Asians, and American Indians.
3. Adjusted averages were computed by statistically controlling for performance score, career path, and length of service.
4. Average performance-based pay increase and bonus percentages were computed for 2,723 of the 3,072 Demonstration Group participants for whom salary data were available. Average performance scores were computed for 2,723 of the 3,072 Demonstration Group participants for whom performance score data were available.

Comparison of Performance Appraisal Scores (Raw), Average Pay Increases (Adjusted), and Average Bonuses/Awards (Adjusted)

Year One—Comparison of Performance Appraisal Scores (Raw), Average Pay Increases (Adjusted), and Average Bonuses/Awards (Adjusted)

Subgroup	Performance Appraisal Scores		Average Pay Increase Percentage		Average Bonus/Award Percentage	
	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group
Minority	80.34 points	100% Pass; 0% Fail	2.70%	1.94%	1.50%	1.28%
Non-Minority	82.33 points	100% Pass; 0% Fail	2.74%	1.92%	1.71%	1.11%
Female	82.64 points	100% Pass; 0% Fail	2.76%	1.93%	1.88%	1.22%
Male	81.53 points	100% Pass; 0% Fail	2.71%	1.92%	1.54%	1.09%
Veteran	79.38 points	100% Pass; 0% Fail	2.67%	1.72%	1.63%	0.70%
Non-Veteran	82.22 points	100% Pass; 0% Fail	2.74%	1.94%	1.67%	1.17%

Notes:

1. The average performance appraisal score presented for each Demonstration Group subgroup is the average number of points received under the 100-point system. The numbers presented for the Comparison Group subgroups are the percentages of employees who received "Pass" or "Fail" under the 2-level system. Performance data for Demonstration Group employees are based on appraisals conducted in September 1998, and as reported in the January 1999 data file provided by DoC. Performance data for Comparison Group employees are based on appraisals occurring between March 28, 1998 and January 31, 1999 and as reported in the January 1999 data file provided by DoC.
2. Average pay increase and bonus/award percentages are based on actions occurring between March 28, 1998 and January 31, 1999 as reported in the January 1999 data files provided by DoC.

Year Two—Comparison of Performance Appraisal Scores (Raw), Average Pay Increases (Adjusted), and Average Bonuses/Awards (Adjusted)

	Performance Appraisal Scores		Average Pay Increase Percentage		Average Bonus/ Award Percentage	
	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group
Minority	82.7 points	100% Pass; 0% Fail	2.7%	2.5%	1.5%	1.2%
Non-Minority	83.6 points	100% Pass; 0% Fail	2.9%	2.5%	1.6%	1.3%
Female	83.9 points	100% Pass; 0% Fail	2.7%	2.8%	1.8%	1.5%
Male	83.1 points	100% Pass; 0% Fail	2.9%	2.3%	1.5%	1.2%
Veteran	81.8 points	100% Pass; 0% Fail	2.8%	2.3%	1.5%	0.9%
Non-Veteran	83.6 points	100% Pass; 0% Fail	2.9%	2.5%	1.6%	1.3%

Notes:

- 1. The performance appraisal score presented for the Demonstration Group is the average number of points received under the 100-point system. The numbers presented for the Comparison Group are the percentages of employees who received "Pass" or "Fail" under the 2-level system. Performance data for Demonstration Group employees are based on appraisals conducted in September 1999, and as reported in the Year Two data file provided by DoC. Performance data for Comparison Group employees are based on appraisals occurring between April 1, 1999 and March 31, 2000 and as reported in the Year Two data file provided by DoC.*
- 2. Average pay increase and bonus/award percentages are based on actions occurring during the 1999 performance evaluation cycle that ended 9/30/99 and as reported in the Year Two data file provided by DoC.*

Year Three—Comparison of Performance Appraisal Scores, Average Performance-Based Pay Increases, and Average Bonuses/Awards Across Groups

	Performance Appraisal Scores		Average Pay Increase Percentage		Average Bonus/ Award Percentage	
	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group
Minority	83.5 points	100% Pass; 0% Fail	2.5%	0.3%	1.5%	1.1%
Non-Minority	84.9 points	100% Pass; 0% Fail	2.7%	1.2%	1.7%	1.9%
Female	84.7 points	100% Pass; 0% Fail	2.7%	1.3%	1.8%	1.8%
Male	84.5 points	100% Pass; 0% Fail	2.6%	0.9%	1.6%	1.8%
Veteran	83.2 points	100% Pass; 0% Fail	2.4%	2.4%	1.5%	0.9%
Non-Veteran	84.8 points	100% Pass; 0% Fail	2.7%	0.9%	1.7%	1.9%

Notes:

- 1. The performance appraisal score presented for the Demonstration Group is the average number of points received under the 100-point system. The numbers presented for the Comparison Group are the percentages of employees who received "Pass" or "Fail" under the 2-level system. Performance data for Demonstration Group employees are based on appraisals conducted in September 2000, and as reported in the Year Three data file provided by DoC. Performance data for Comparison Group employees are based on appraisals occurring between April 1, 2000 and March 31, 2001 and as reported in the Year Three data file provided by DoC.*
- 2. Average performance-based pay increase and bonus/award percentages are based on actions occurring during the performance evaluation cycle that ended 9/30/00 and as reported in the Year Three data file provided by DoC.*
- 3. Average performance-based pay increase and bonus percentages for the Demonstration Group are based on adjusted averages that were computed by statistically controlling for performance score, career path, and length of service.*

Year Four—Comparison of Performance Appraisal Scores, Average Performance-Based Pay Increases, and Average Bonuses/Awards Across Groups

	Performance Appraisal Scores		Average Pay Increase Percentage		Average Bonus/ Award Percentage	
	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group
Minority	85.3 points	100% Pass; 0% Fail	2.4%	1.6%	1.6%	2.2%
Non-Minority	85.8 points	100% Pass; 0% Fail	2.7%	1.6%	1.7%	2.2%
Female	85.9 points	100% Pass; 0% Fail	2.6%	1.6%	1.9%	2.4%
Male	85.7 points	100% Pass; 0% Fail	2.6%	1.6%	1.6%	2.1%
Veteran	83.6 points	100% Pass; 0% Fail	2.4%	1.3%	1.6%	1.6%
Non-Veteran	86.1 points	100% Pass; 0% Fail	2.7%	1.7%	1.7%	2.3%

Notes:

1. The performance appraisal scores presented for the Demonstration Group is the average number of points received under the 100-point system. The numbers presented for the Comparison Group are the percentages of employees who received “Pass” or “Fail” under the 2-level system. Performance data for Demonstration Group employees are based on appraisals conducted in September 2001, and as reported in the Year Four data file provided by DoC. Performance data for Comparison Group employees are based on appraisals occurring between April 1, 2001 and March 31, 2002 and as reported in the Year Four data file provided by DoC.
2. Average performance-based pay increase and bonus/award percentages are based on actions occurring during the performance evaluation cycle that ended September 30, 2001 and as reported in the Year Four data file provided by DoC.
3. Average performance-based pay increase and bonus percentages for the Demonstration Group are based on adjusted averages that were computed by statistically controlling for performance score, career path, and length of service.
4. Average performance-based pay increase and bonus percentages were computed for 2,099 of the 2,641 Demonstration Group participants for whom salary and demographic data were available. Average performance scores were computed for 2,101 of the 2,641 Demonstration Group participants for whom performance score and demographic data were available.
5. Average performance-based pay increase and bonus percentages were computed for 1,434 of the 1,821 Comparison Group participants for whom data were available on pay increases, bonuses, performance score, career path, and length of service.

Year Five—Comparison of Performance Appraisal Scores, Average Performance-Based Pay Increases, and Average Bonuses/Awards Across Groups

	Performance Appraisal Scores		Average Pay Increase Percentage		Average Bonus/ Award Percentage	
	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group	Demonstration Group	Comparison Group
Minority	85.9 points	100% Pass; 0% Fail	2.5%	1.5%	1.7%	1.8%
Non-Minority	86.6 points	100% Pass; 0% Fail	2.8%	1.5%	1.8%	2.0%
Female	86.8 points	100% Pass; 0% Fail	2.8%	1.5%	2.0%	2.3%
Male	86.6 points	100% Pass; 0% Fail	2.8%	1.5%	1.6%	1.9%
Veteran	84.9 points	100% Pass; 0% Fail	2.7%	1.1%	1.6%	1.7%
Non-Veteran	86.7 points	100% Pass; 0% Fail	2.8%	1.6%	1.8%	2.0%

Notes:

1. The performance appraisal scores presented for the Demonstration Group is the average number of points received under the 100-point system. The numbers presented for the Comparison Group are the percentages of employees who received “Pass” or “Fail” under the 2-level system. Performance data for Demonstration Group employees are based on appraisals conducted in September 2002, and as reported in the Year Five data file provided by DoC. Performance data for Comparison Group employees are based on appraisals occurring between April 1, 2002 and March 31, 2003 and as reported in the Year Five data file provided by DoC.
2. Average performance-based pay increase and bonus/award percentages are based on actions occurring during the performance evaluation cycle that ended September 30, 2002 and as reported in the Year Five data file provided by DoC.
3. Average performance-based pay increase and bonus percentages for the Demonstration Group are based on averages that were computed by statistically controlling for performance score, career path, and length of service.
4. Average performance-based pay increase and bonus percentages were computed for 2,723 of the 3,072 Demonstration Group participants for whom salary and demographic data were available. Average performance scores were computed for 2,723 of the 3,072 Demonstration Group participants for whom performance score and demographic data were available.
5. Average performance-based pay increase and bonus percentages were computed for 1,555 of the 1,811 Comparison Group participants for whom data were available on pay increases, bonuses, performance score, career path, and length of service.

Turnover in the Demonstration Group, All Participants and High Performers

Year Two—Turnover in the Demonstration Group, All Participants and High Performers

Group	All Demonstration Group Participants			Demonstration Group High Performers		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	520	63	12%	113	10	9%
Non-Minority	2,220	301	14%	638	62	10%
TOTAL	2,740	364	13%	751	72	10%

Note: "High performers" is defined as performance scores of 90–100.

Year Three—Comparison of Turnover Rates in the Demonstration Group Between All Participants and High Performers

Group	All Demonstration Group Participants			Demonstration Group High Performers		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	556	77	14%	136	11	8%
Non-Minority	2,225	349	16%	687	61	9%
TOTAL	2,781	436	16%	823	72	9%

Note: "High performers" is defined as performance scores of 90–100.

Year Four—Comparison of Turnover Rates in the Demonstration Group Between All Participants and High Performers

Group	Demonstration Group All Participants			Demonstration Group High Performers		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	522	90	17%	127	9	7%
Non-Minority	2,119	313	15%	670	51	8%
TOTAL	2,641	403	15%	797	60	8%

Note: "High performers" is defined as performance scores of 90–100.

Year Five—Comparison of Turnover Rates in the Demonstration Group Between All Participants and High Performers

Group	Demonstration Group All Participants			Demonstration Group High Performers		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	620	32	5%	197	1	0.5%
Non-Minority	2,452	126	5%	923	16	2.0%
TOTAL	3,072	158	5%	1,120	17	1.5%

Note: "High performers" is defined as performance scores of 90–100.

Comparison of Turnover Rates in the Demonstration and Comparison Groups

Year Two—Comparison of Turnover Rates in the Demonstration and Comparison Groups

Group	Demonstration Group			Comparison Group		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	520	63	12%	232	32	14%
Non-Minority	2,220	301	14%	1,696	151	9%
TOTAL	2,740	364	13%	1,928	183	10%

Year Three—Comparison of Turnover Rates in the Demonstration and Comparison Groups

Group	Demonstration Group			Comparison Group		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	556	77	14%	219	27	12%
Non-Minority	2,225	349	16%	1,589	177	11%
TOTAL	2,781	436	16%	1,808	204	11%

Year Four—Comparison of Turnover Rates in the Demonstration and Comparison Groups

Group	Demonstration Group All Participants			Comparison Group All Participants		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	522	90	17%	233	40	17%
Non-Minority	2,119	313	15%	1,588	241	15%
TOTAL	2,641	403	15%	1,821	281	15%

Year Five—Comparison of Turnover Rates in the Demonstration and Comparison Groups

Group	Demonstration Group All Participants			Comparison Group All Participants		
	Number	Number Separated	Percent Separated	Number	Number Separated	Percent Separated
Minority	620	32	5%	239	5	2%
Non-Minority	2,452	126	5%	1,572	70	5%
TOTAL	3,072	158	5%	1,811	75	4%