

Performance Scoring & Classification Scale

Performance Score	Performance Level	Description
4.5 – 5.0	Exceptional Performance	Consistently exceeds performance standards and excels beyond the requirements of the job - makes significant, consistent and unique contributions
4.0 – 4.4	Exceeds Expectations	Meets performance standards and sometimes exceeds expectations of the job - consistent high performance resulting in enhanced outputs
3.0 – 3.99	Competent / Meets Expectations	Consistently achieves performance standards and expectations of the job.
2.0 – 2.99	Weak / Inconsistent Performance	Has not achieved expectations and improvement required – performance is inconsistent sometimes meets some aspects of the job but generally underperforms
1.0 – 1.99	Unacceptable Performance / Does Not Meet Expectations	Significant performance problems - failed to achieve minimum standard and totally inadequate effort