

Louisiana State Civil Service



**ANNUAL PES REPORT
FISCAL YEAR 2012-2013**

February 24, 2014

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Performance Evaluation System

Annual Report

Fiscal Year 2012-2013

In accordance with Civil Service Rule 10.10 (b), state agencies are required to submit an annual Performance Evaluation System (PES) report to the Director of State Civil Service. The evaluations reported in this document are for the fiscal year (FY) which ended June 30, 2013.

The documents which are included in this report are as follows:

Statewide Summary Report

The statewide summary report provides statistical information for all major departments which reported PES information to the State Civil Service for FY 2012-2013. It details the

- number of employees actually rated;
- number of employees Unrated; and
- statewide percentage of employees who were Unrated.

The summary report also includes a graphical depiction of PES ratings for FY 2012-2013.

Major Department Report Summaries

These reports provide the statistical data for the individual agencies by major department. It includes the same categories of information as the Statewide Summary Report.

Statewide Unrated Evaluations in Fiscal Year 2012-2013

For Fiscal Year 2012-2013, there was a 0.32% decrease in the statewide percentage of unrated employees, which was reported as 1.49% for Fiscal Year 2011-2012. The overall “Unrated” total was 1.14% of 38,623 classified employees for whom ratings were reported in fiscal year 2012-2013.

NOTE: Statewide grand totals are published on page 1 of this report.

Unrated

The “Unrated” category reflects the number of employees for which an official evaluation as defined in Chapter 10 of the State Civil Service rules was not conducted, generally resulting in a violation of the rule. For example, any rating conducted outside of the specified time parameters established in Chapter 10 would constitute a rule violation, thereby resulting in an evaluation of “Unrated” for the employee.

Not Evaluated

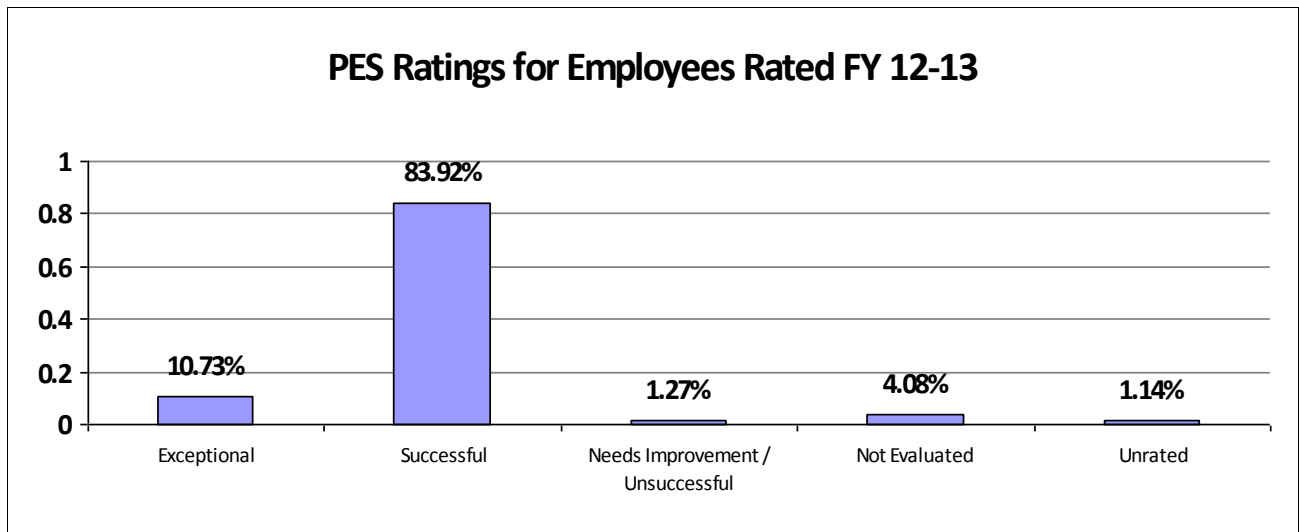
The “Not Evaluated” category allows for the evaluation of employees who transferred between agencies or were hired near the end of the evaluation year. This category provides a mechanism for supervisors to assign an evaluation without penalty when an employee has worked at the new agency fewer than three months within the performance evaluation year, and the appointing authority has determined that an insufficient amount of time has elapsed to conduct an adequate evaluation of the new employee. The “Not Evaluated” category is distinguished from the “Unrated” evaluations which are used when Chapter 10 of the State Civil Service Rules are not met.



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STATEWIDE

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	38,623
Number of employees that were rated Exceptional.	4,146
Number of employees that were rated Successful.	32,412
Number of employees that were rated Needs Improvement/Unsuccessful.	491
Number of employees that were Not Evaluated.	1,574
Number of employees that were Unrated.	440 (1.14%)



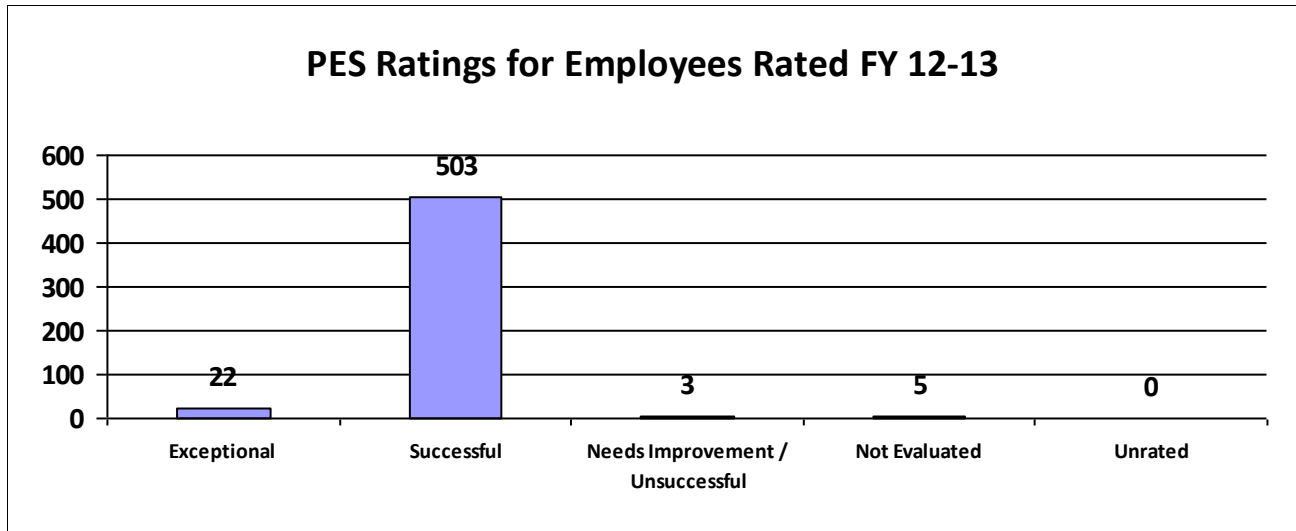
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DEPARTMENT OF AGRICULTURE

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	533
Number of employees that were unrated.	0 (0.00%)



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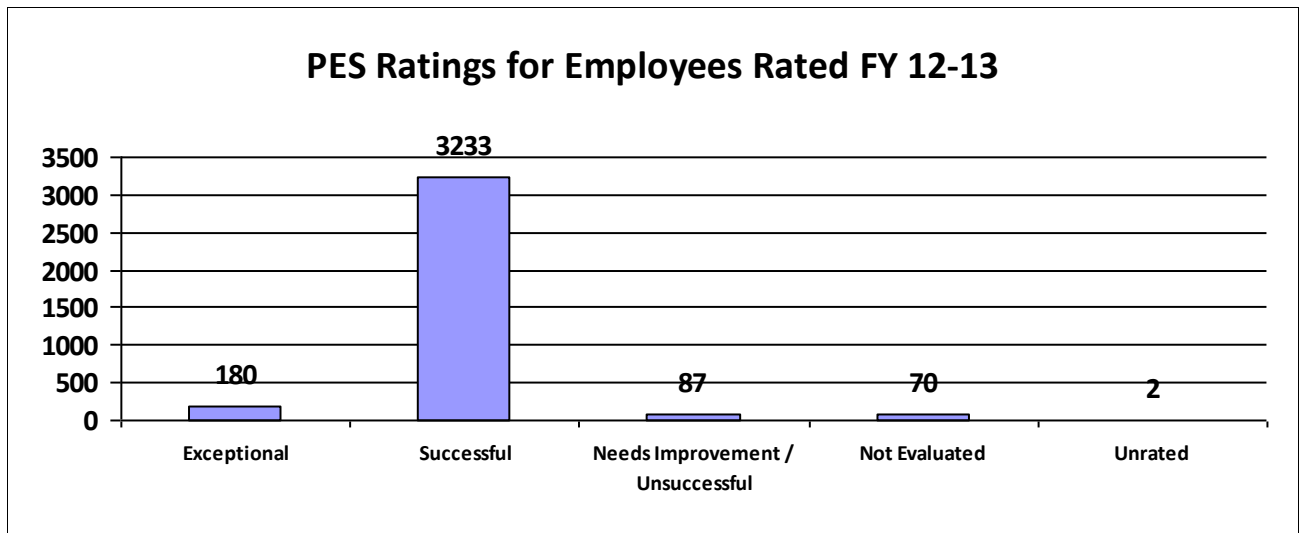
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DEPARTMENT OF CHILDREN & FAMILY SERVICES

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	3,570
Number of employees that were unrated.	2 (0.06%)



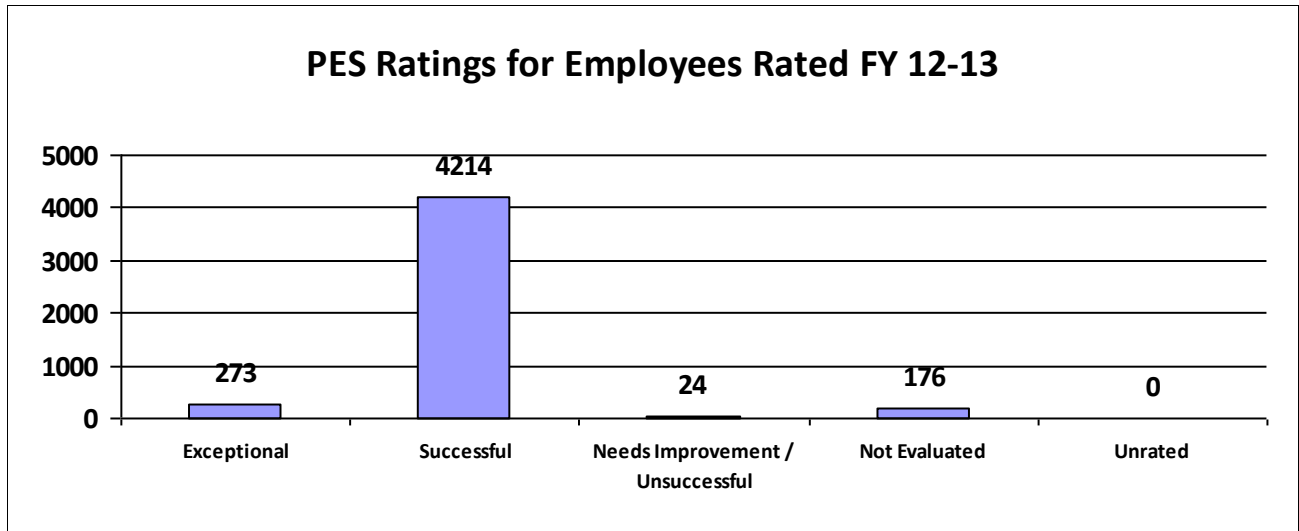
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DEPARTMENT OF CORRECTIONS

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	4,687
Number of employees that were unrated.	0 (0.00%)



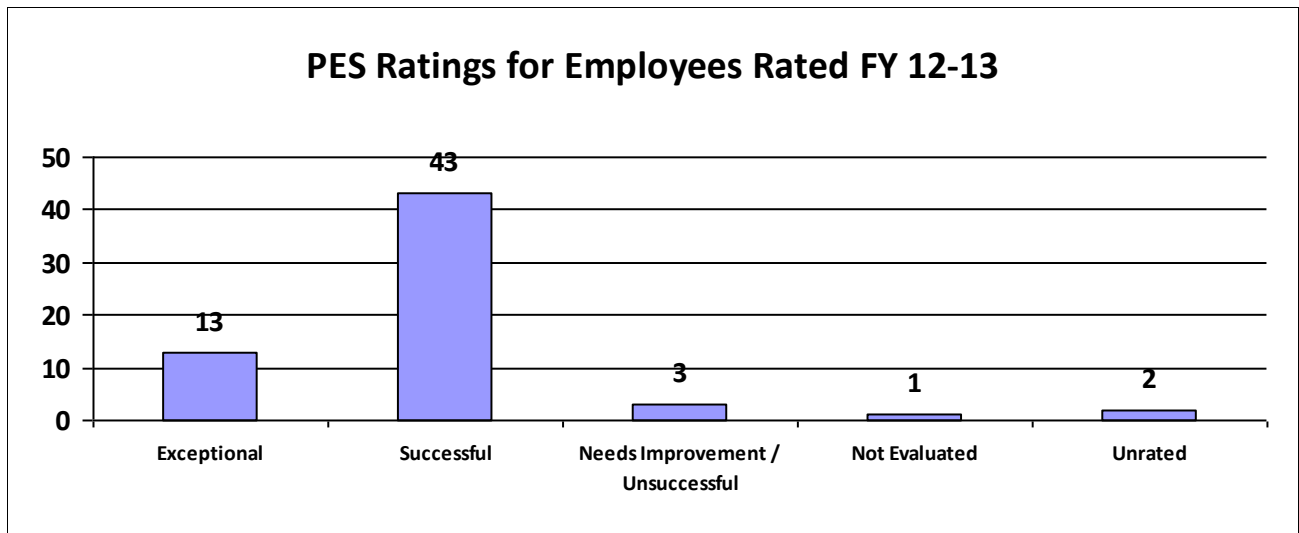
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DEPARTMENT OF ECONOMIC DEVELOPMENT

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	60
Number of employees that were unrated.	2 (3.33%)



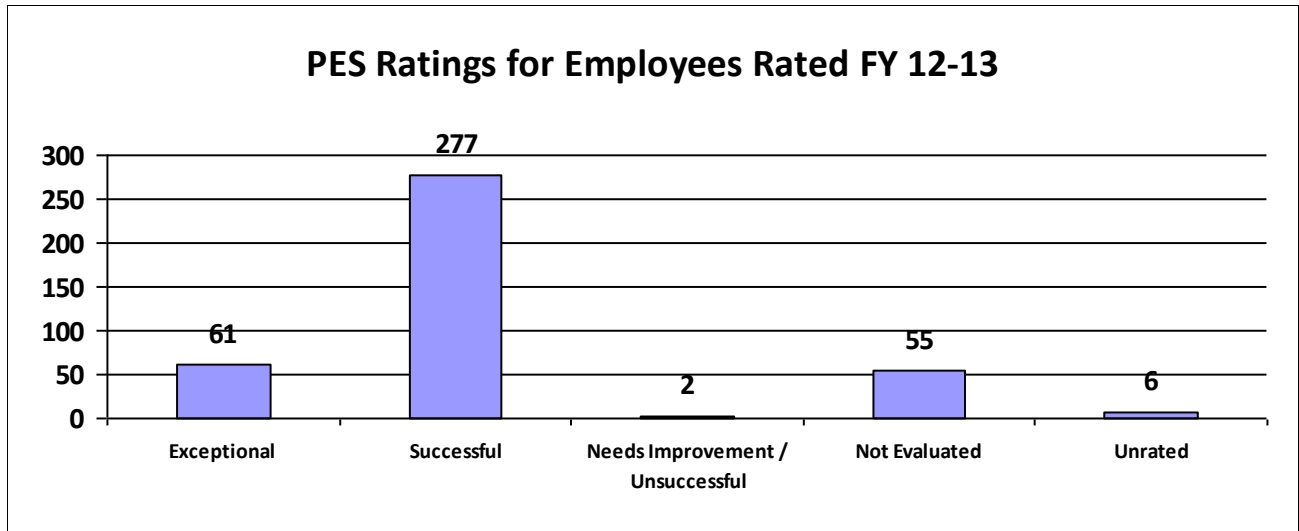
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DEPARTMENT OF EDUCATION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	395
Number of employees that were unrated.	6 (1.52%)



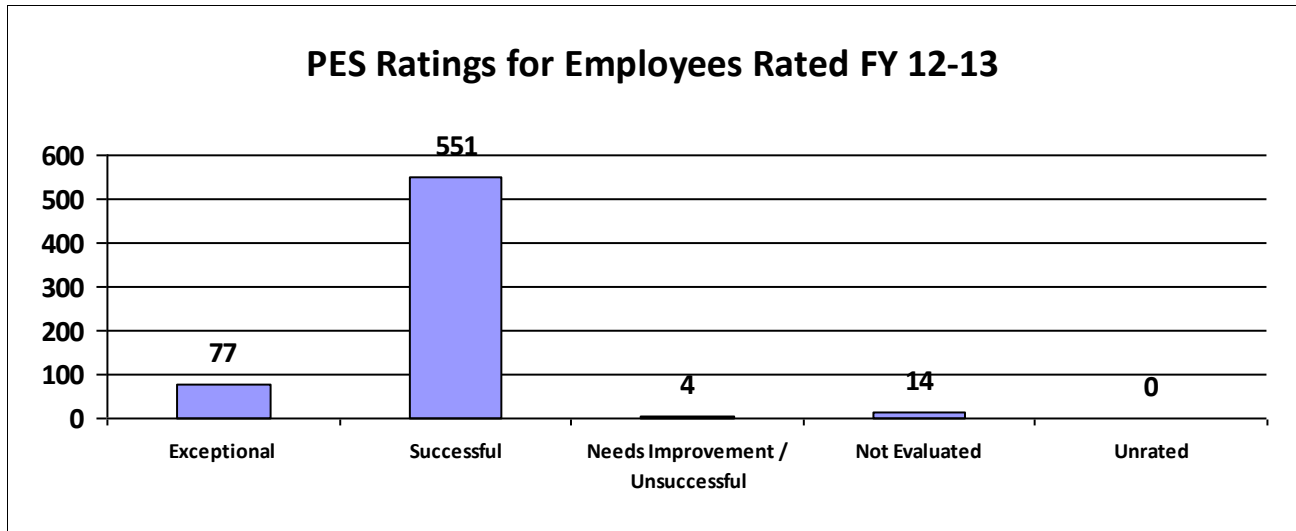
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DEPARTMENT OF ENVIRONMENTAL QUALITY

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	646
Number of employees that were unrated.	0 (0.00%)



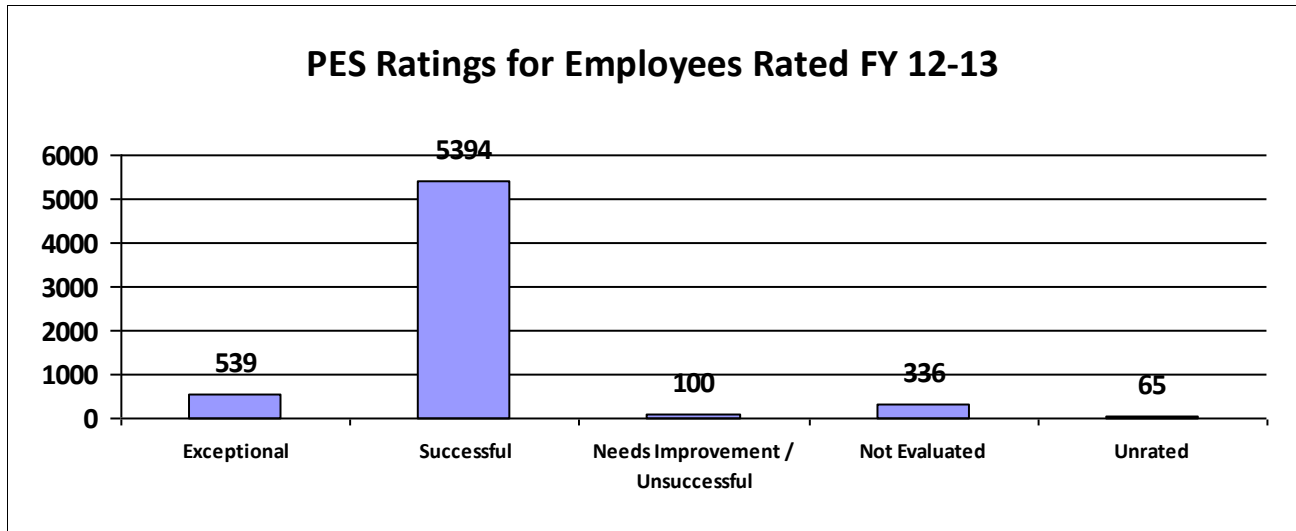
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DEPARTMENT OF HEALTH AND HOSPITALS

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	6,369
Number of employees that were unrated.	65 (1.02%)



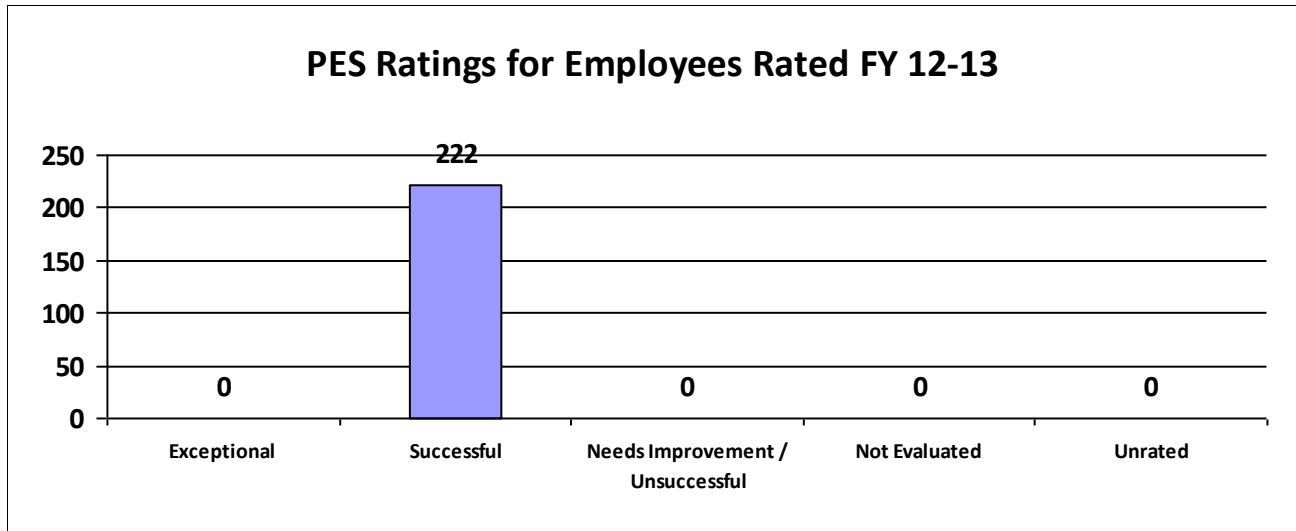
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DEPARTMENT OF INSURANCE

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	222
Number of employees that were unrated.	0 (0.00%)



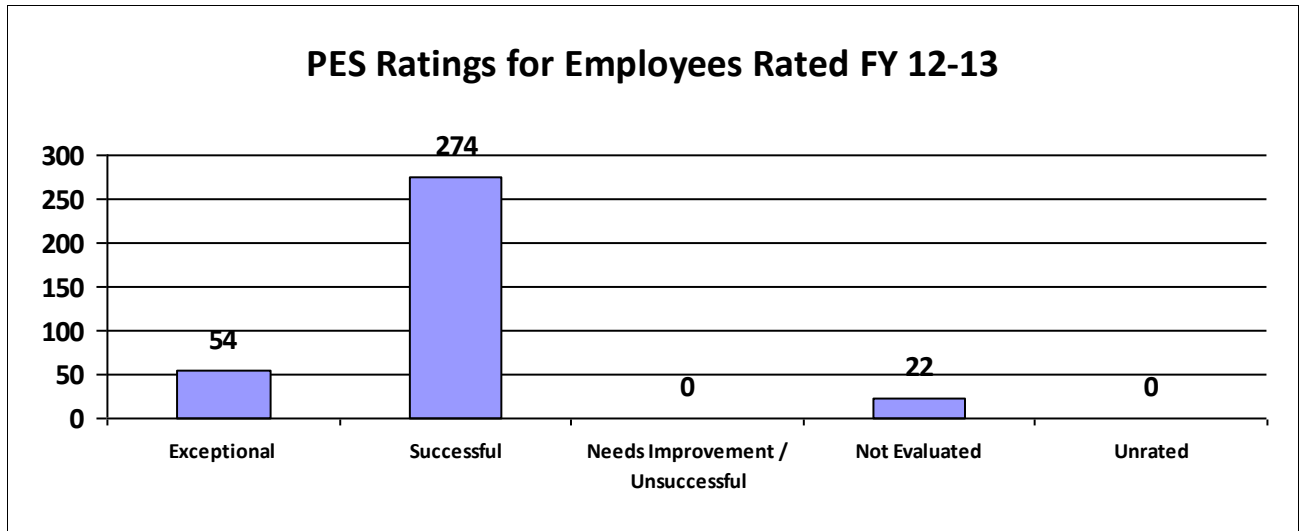
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DEPARTMENT OF NATURAL RESOURCES

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	350
Number of employees that were unrated.	0 (0.00%)



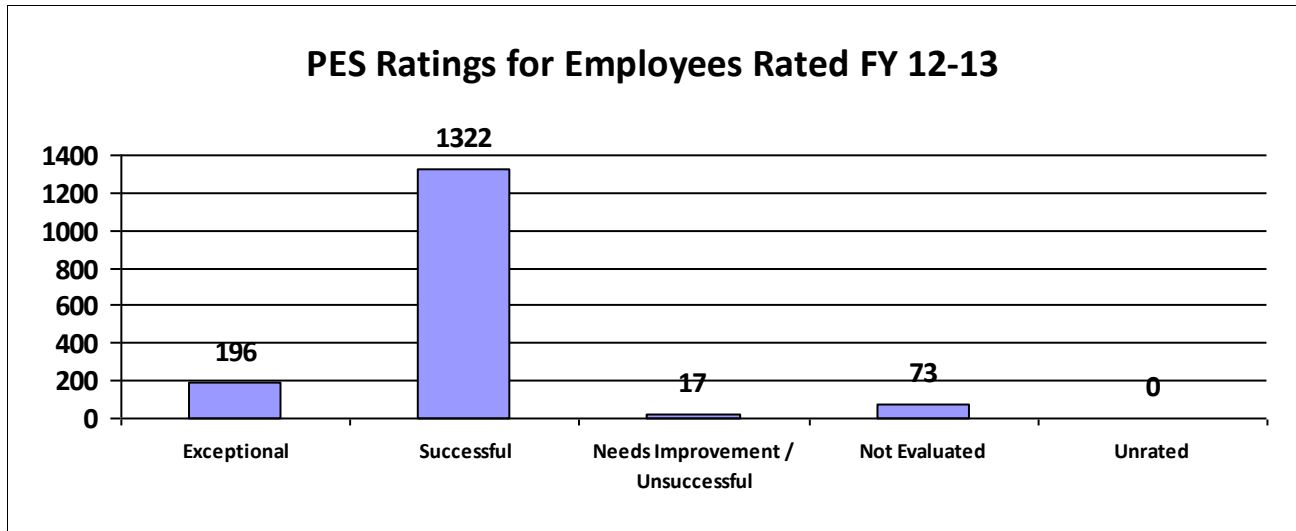
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DEPARTMENT OF PUBLIC SAFETY

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	1,608
Number of employees that were unrated.	0 (0.00%)



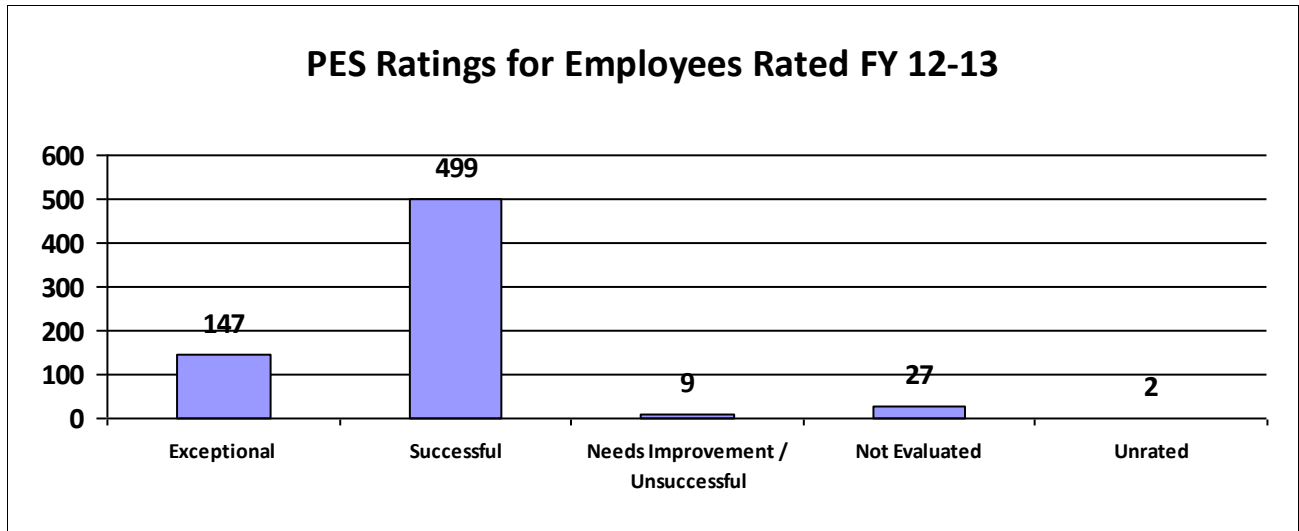
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DEPARTMENT OF REVENUE AND TAXATION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	682
Number of employees that were unrated.	2 (0.29%)



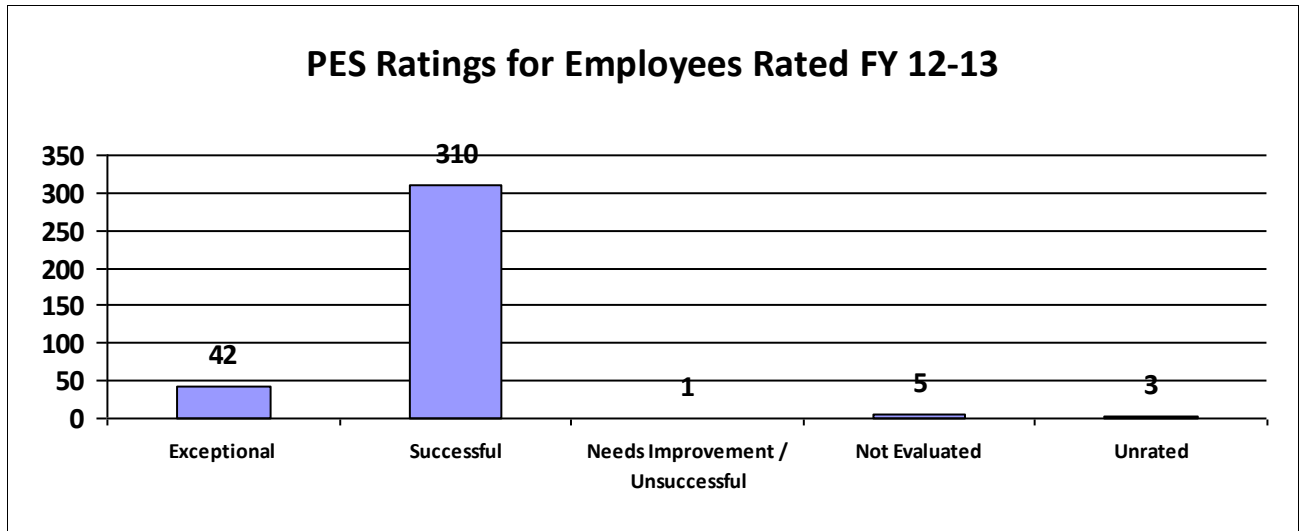
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DEPARTMENT OF STATE

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	358
Number of employees that were unrated.	3 (0.84%)



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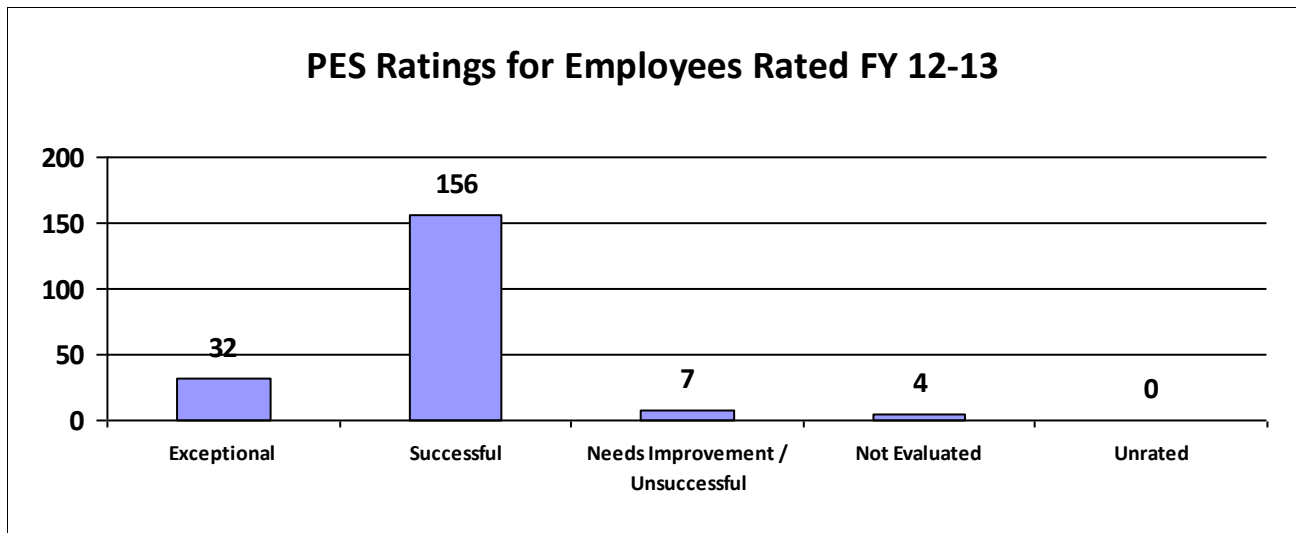
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STATE CIVIL SERVICE

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DEPARTMENT OF STATE CIVIL SERVICE AGENCIES

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	199
Number of employees that were unrated.	0 (0.00%)



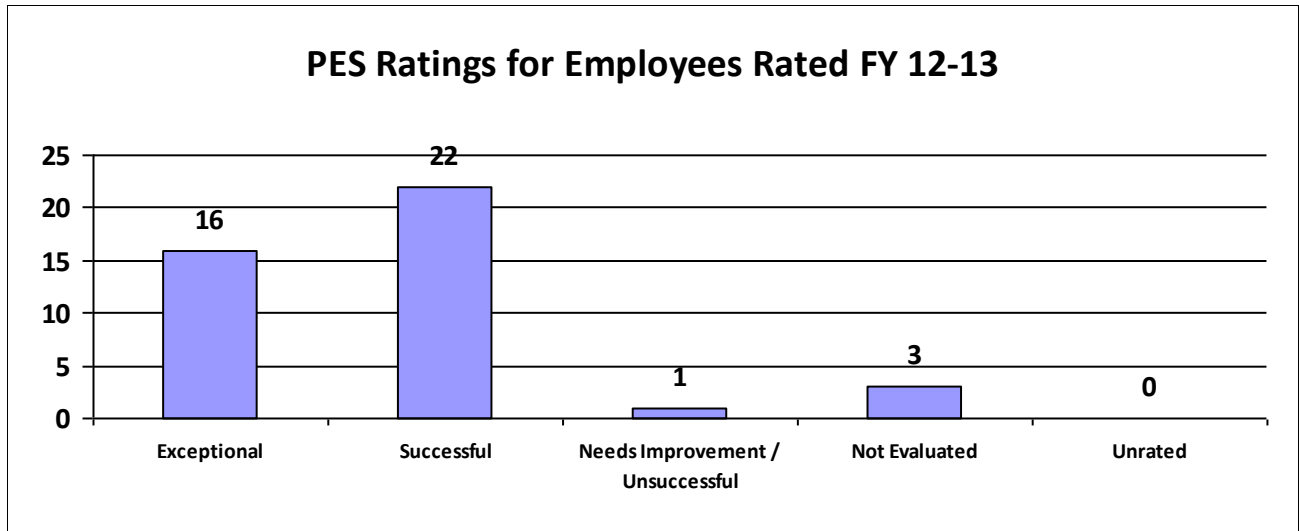
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DEPARTMENT OF TREASURY

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	42
Number of employees that were unrated.	0 (0.00%)



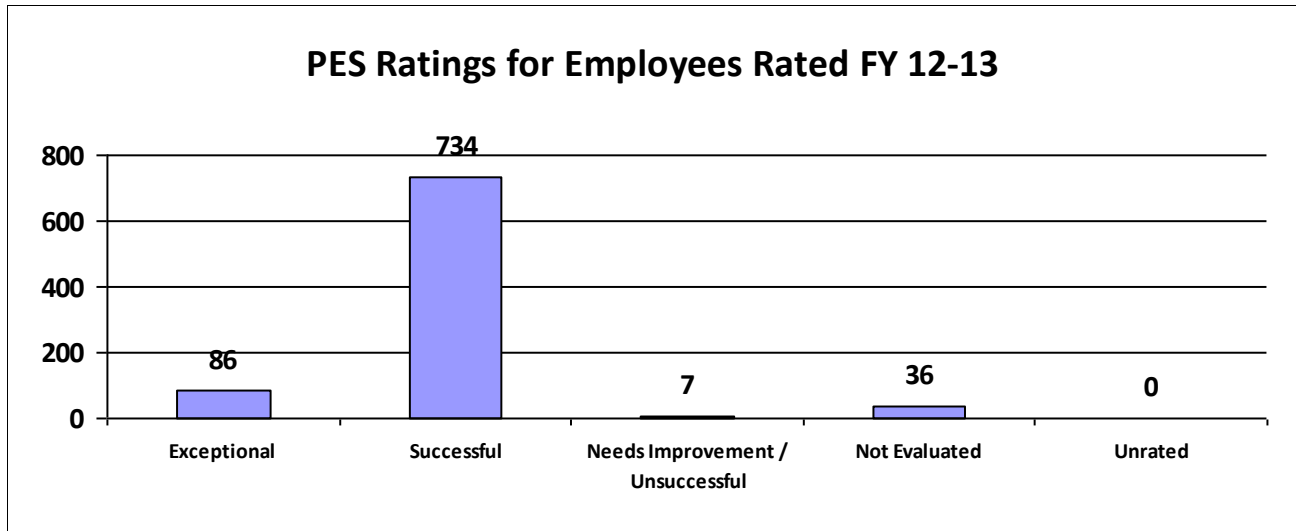
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DEPARTMENT OF WILDLIFE AND FISHERIES

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	863
Number of employees that were unrated.	0 (0.00%)



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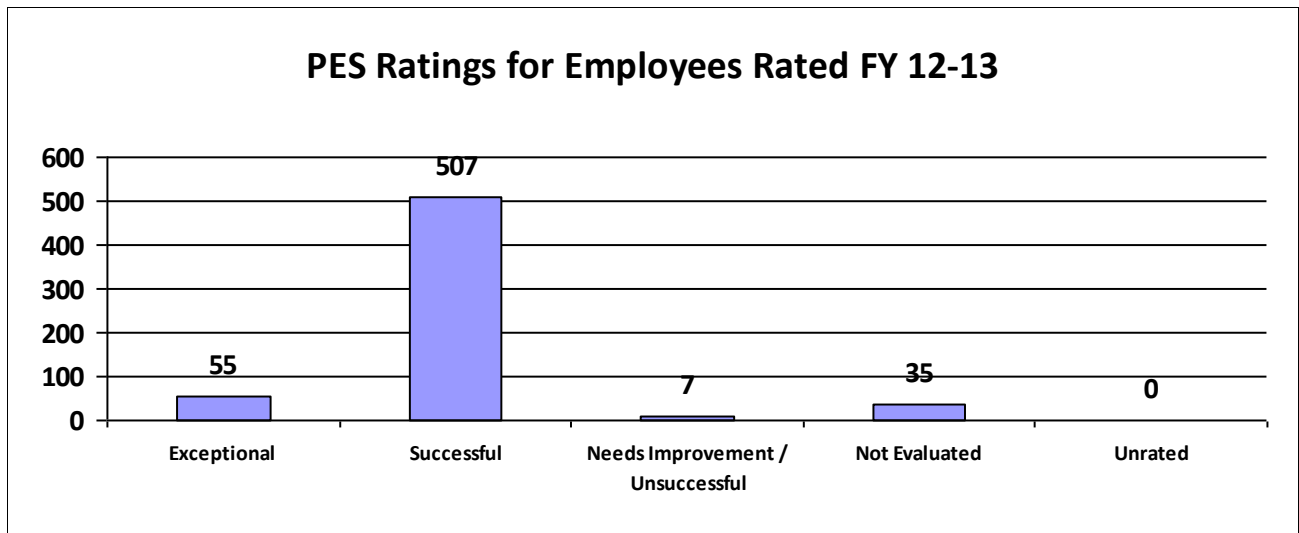
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DEPT OF CULTURE, RECREATION AND TOURISM

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	604
Number of employees that were unrated.	0 (0.00%)



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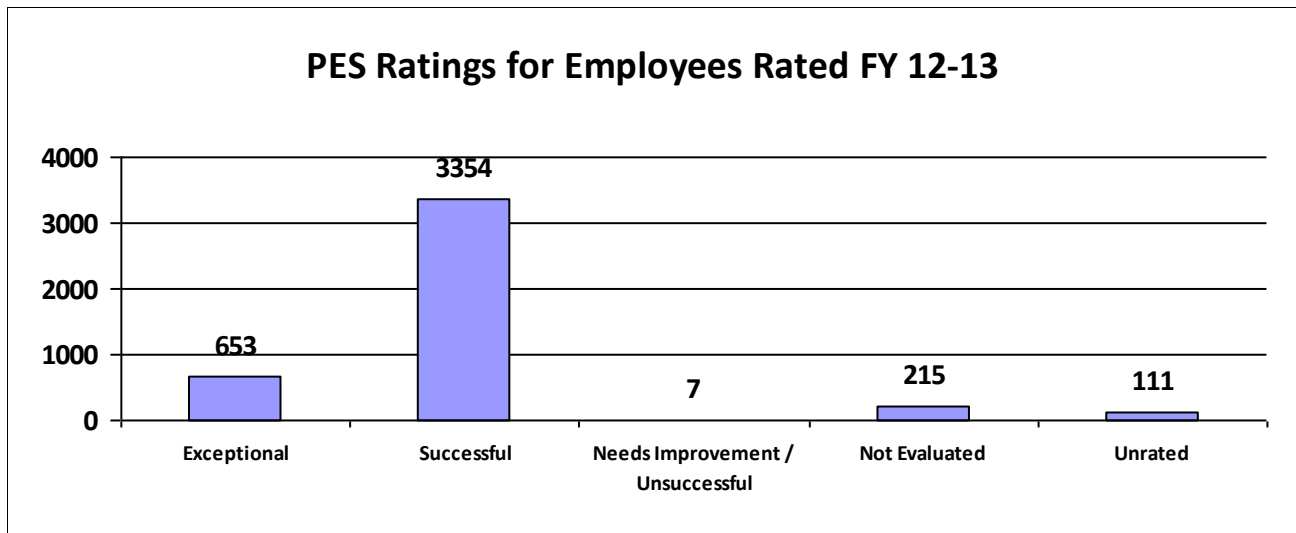
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DEPT OF TRANSPORTATION AND DEVELOPMENT

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	4,229
Number of employees that were unrated.	111 (2.62%)



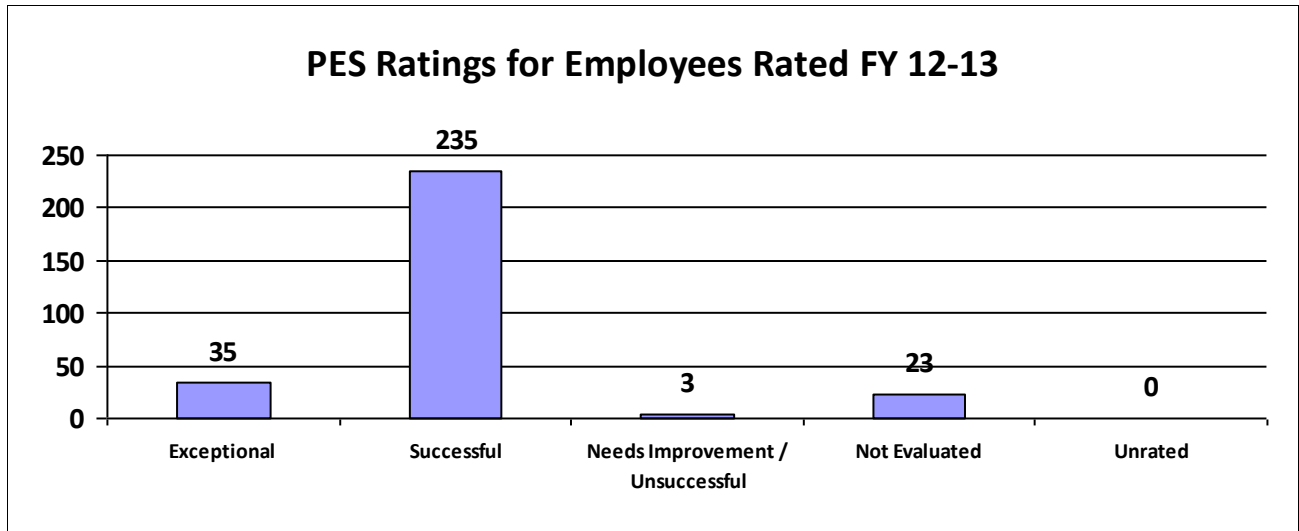
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DIVISION OF ADMINISTRATION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	296
Number of employees that were unrated.	0 (0.00%)

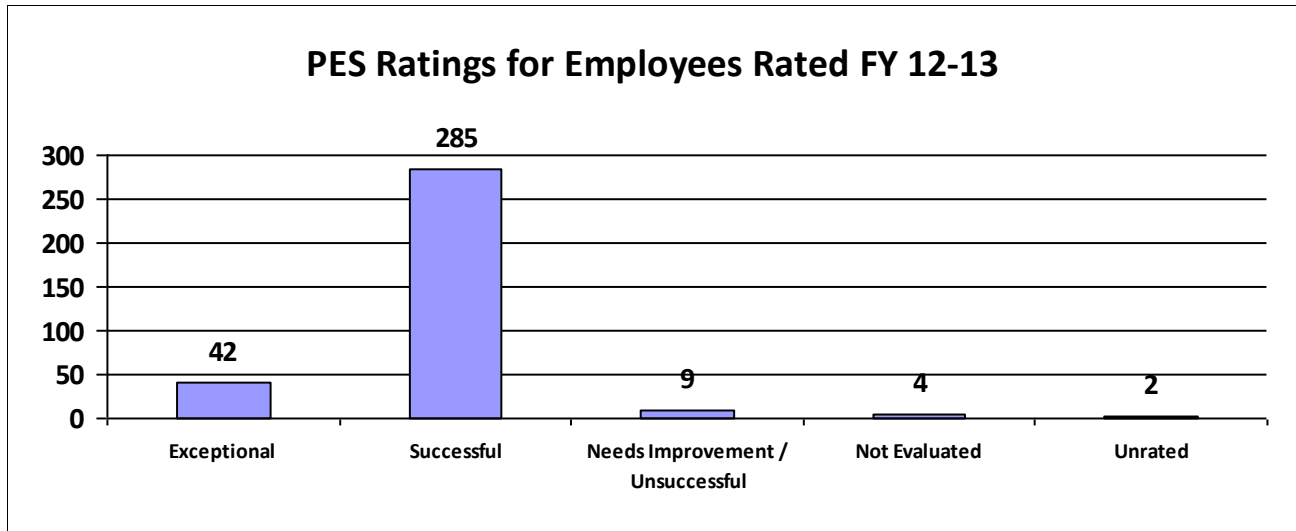


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EDUCATION - OTHER

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	340
Number of employees that were unrated.	2 (0.59%)



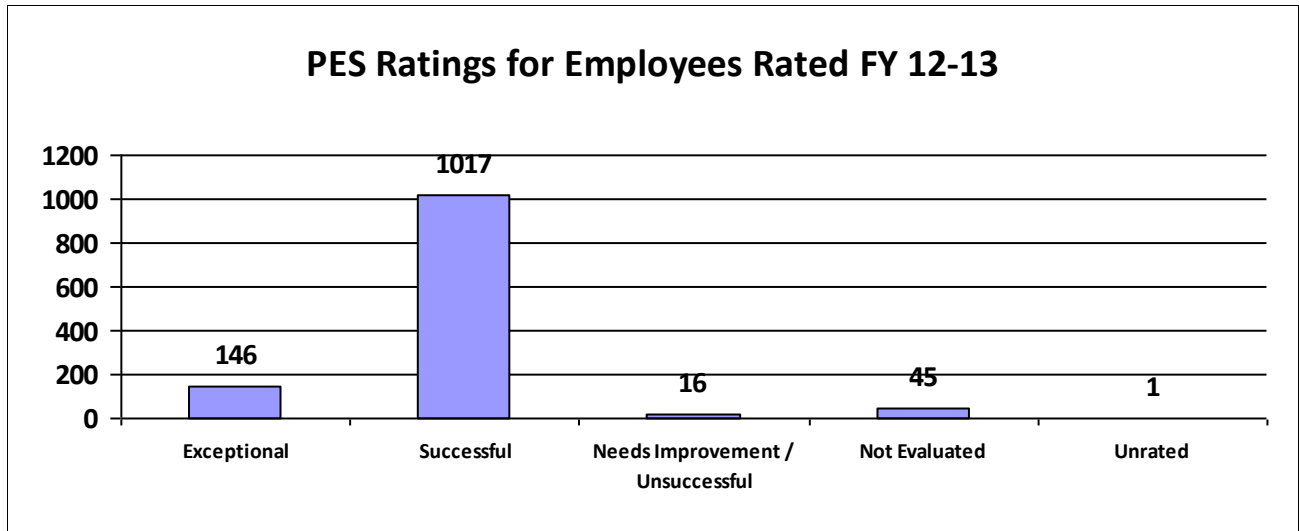
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EXECUTIVE DEPARTMENT / BOARDS

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	1,224
Number of employees that were unrated.	1 (0.08%)



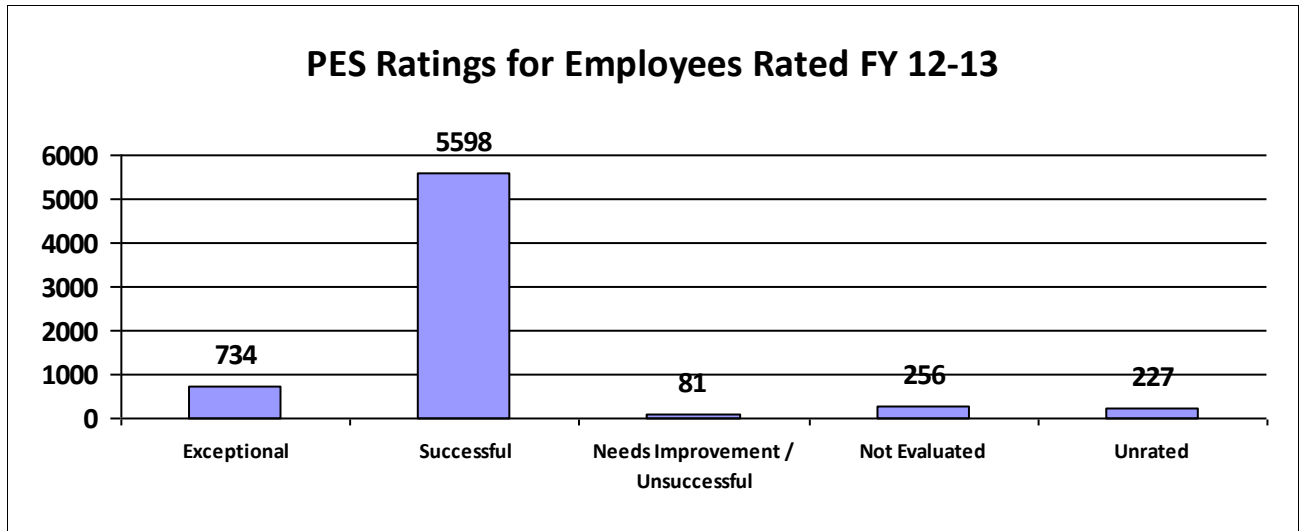
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HIGHER EDUCATION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	6,669
Number of employees that were unrated.	227 (3.40%)

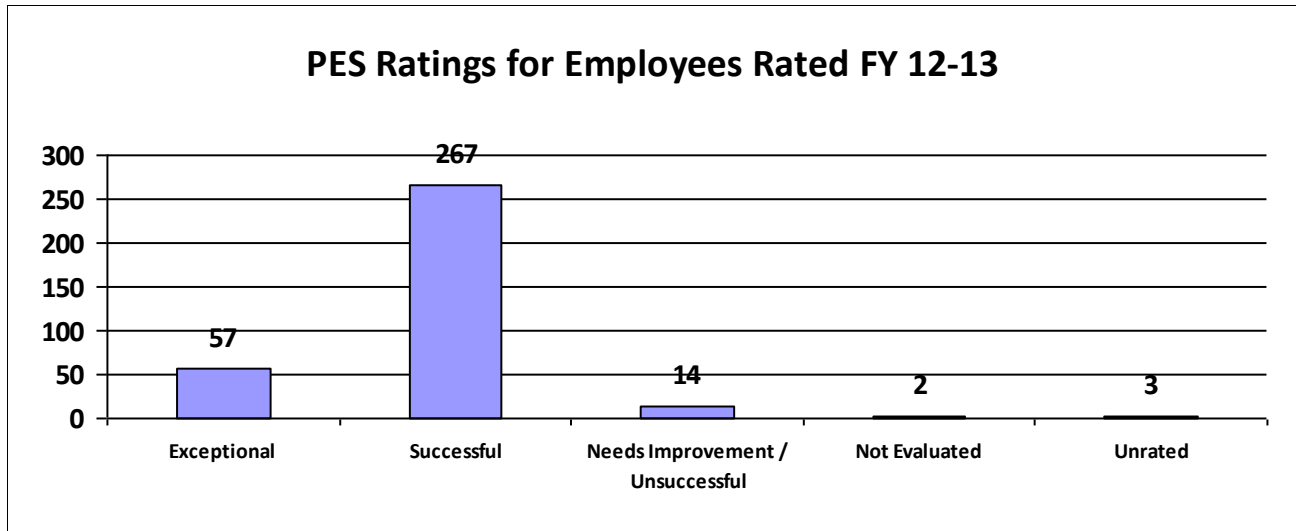


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HOUSING AUTHORITIES

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	340
Number of employees that were unrated.	3 (0.88%)



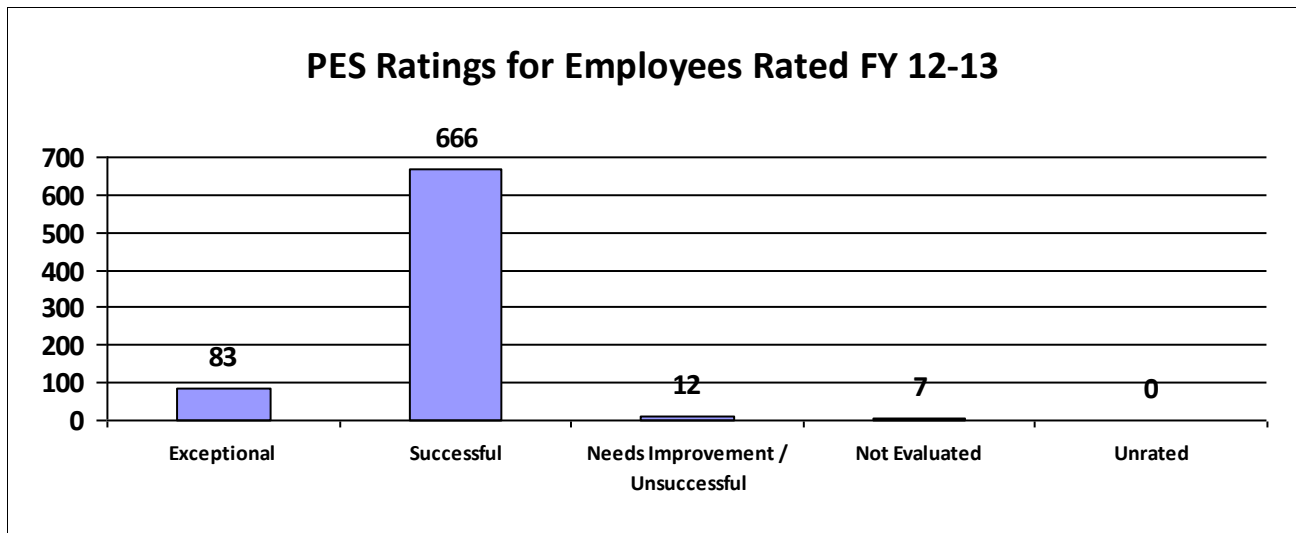
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LOUISIANA HEALTH CARE SERVICES DIVISION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	768
Number of employees that were unrated.	0 (0.00%)



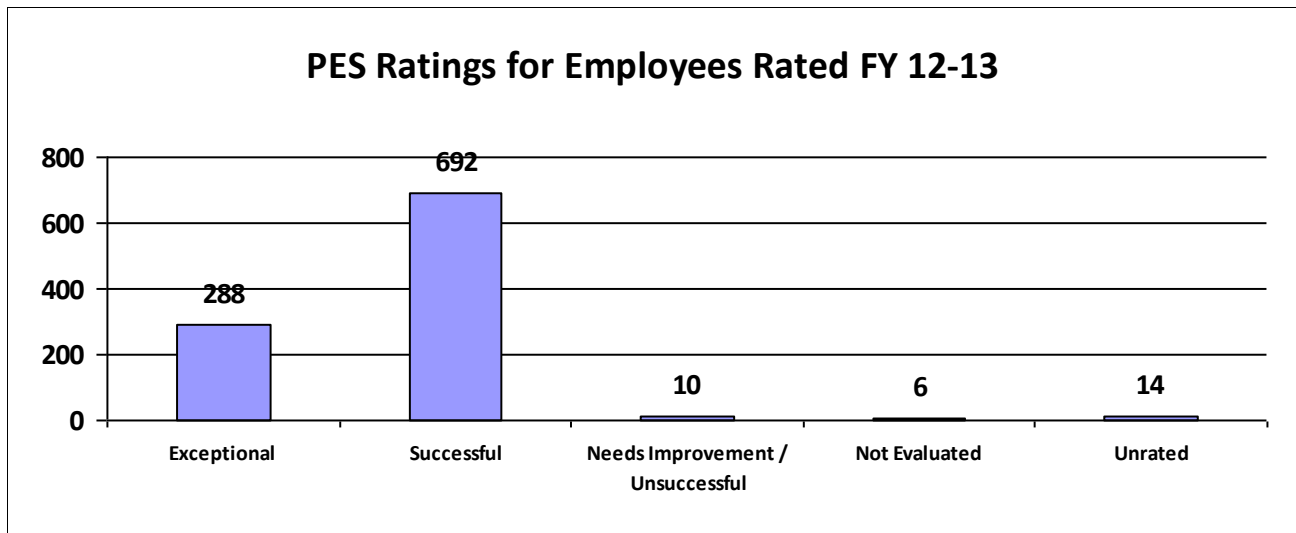
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LOUISIANA WORKFORCE COMMISSION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	996
Number of employees that were unrated.	14 (1.41%)



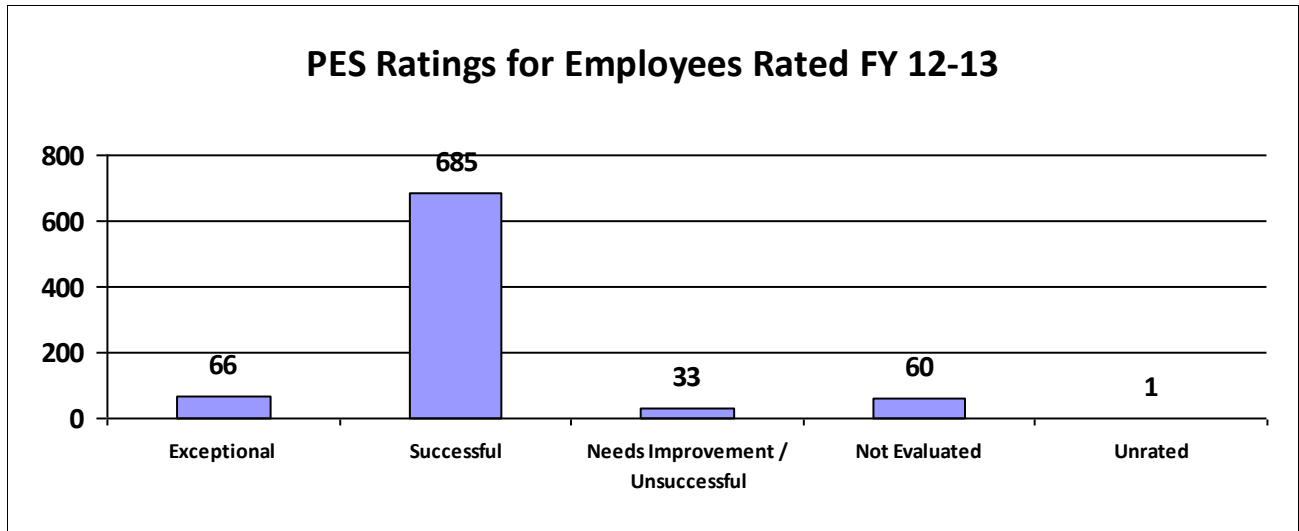
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OFFICE OF JUVENILE JUSTICE

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	844
Number of employees that were unrated.	1 (0.12%)



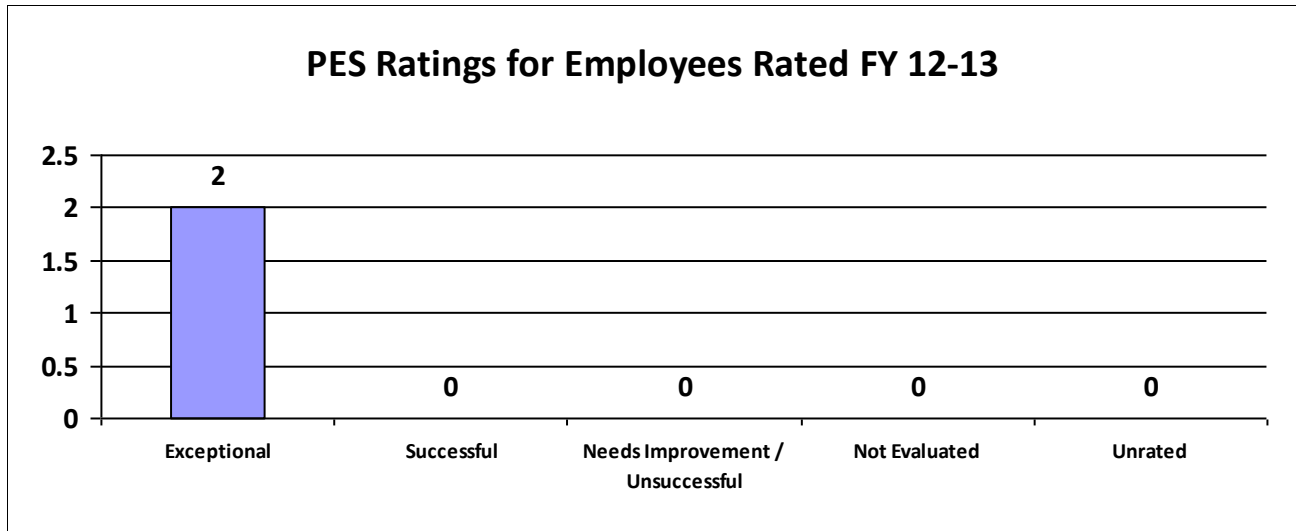
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OFFICE OF THE LIEUTENANT GOVERNOR

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	2
Number of employees that were unrated.	0 (0.00%)



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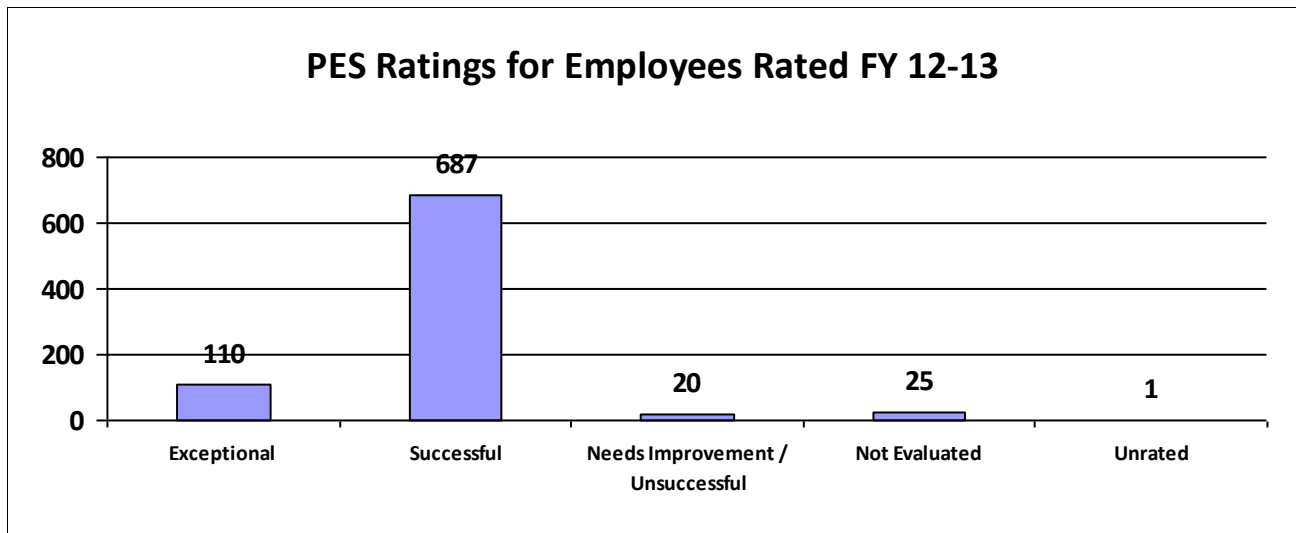
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PORTS, LEVEE BOARDS, FRESH WATER DISTRICTS

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	842
Number of employees that were unrated.	1 (0.12%)



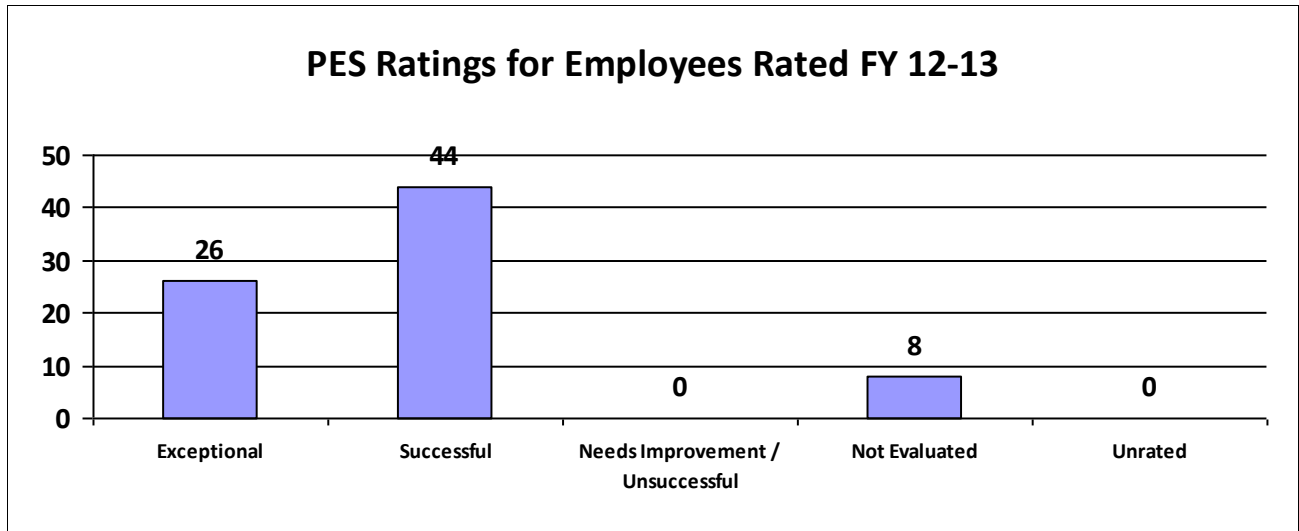
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PUBLIC SERVICE COMMISSION

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	78
Number of employees that were unrated.	0 (0.00%)

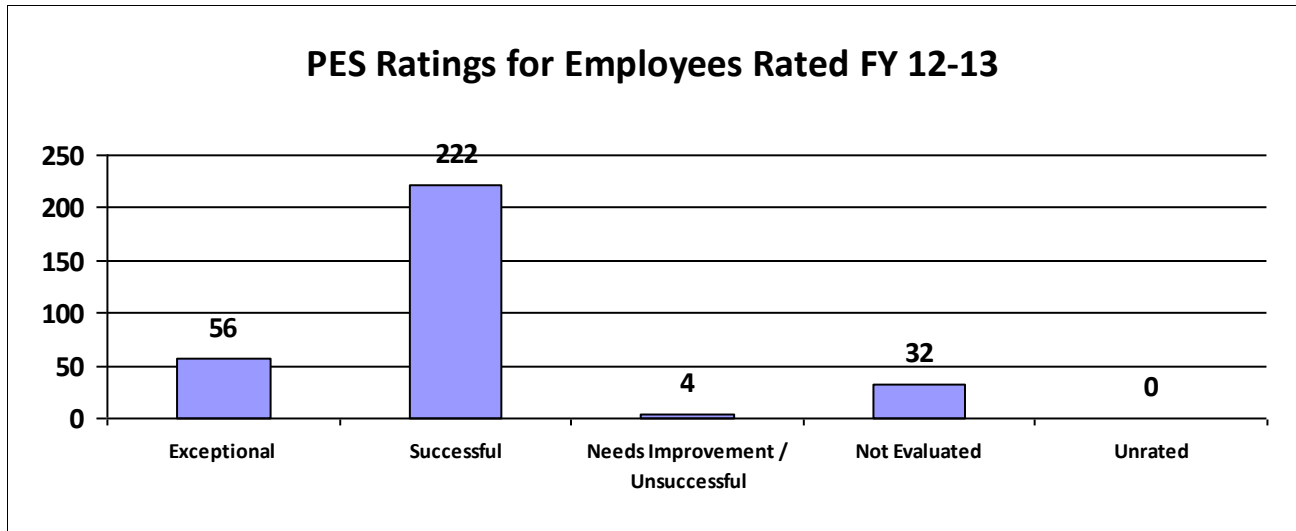


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RETIREMENT SYSTEMS

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	314
Number of employees that were unrated.	0 (0.00%)



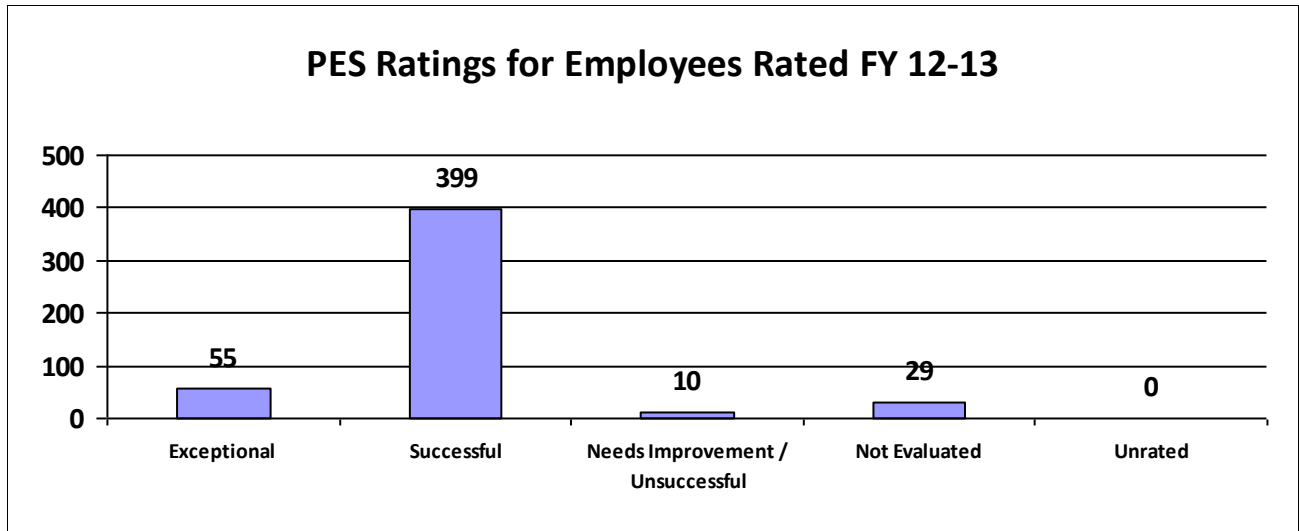
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VETERANS AFFAIRS

Statistical Data (07/01/2012 - 06/30/2013)	
Number of employees that were rated.	493
Number of employees that were unrated.	0 (0.00%)



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