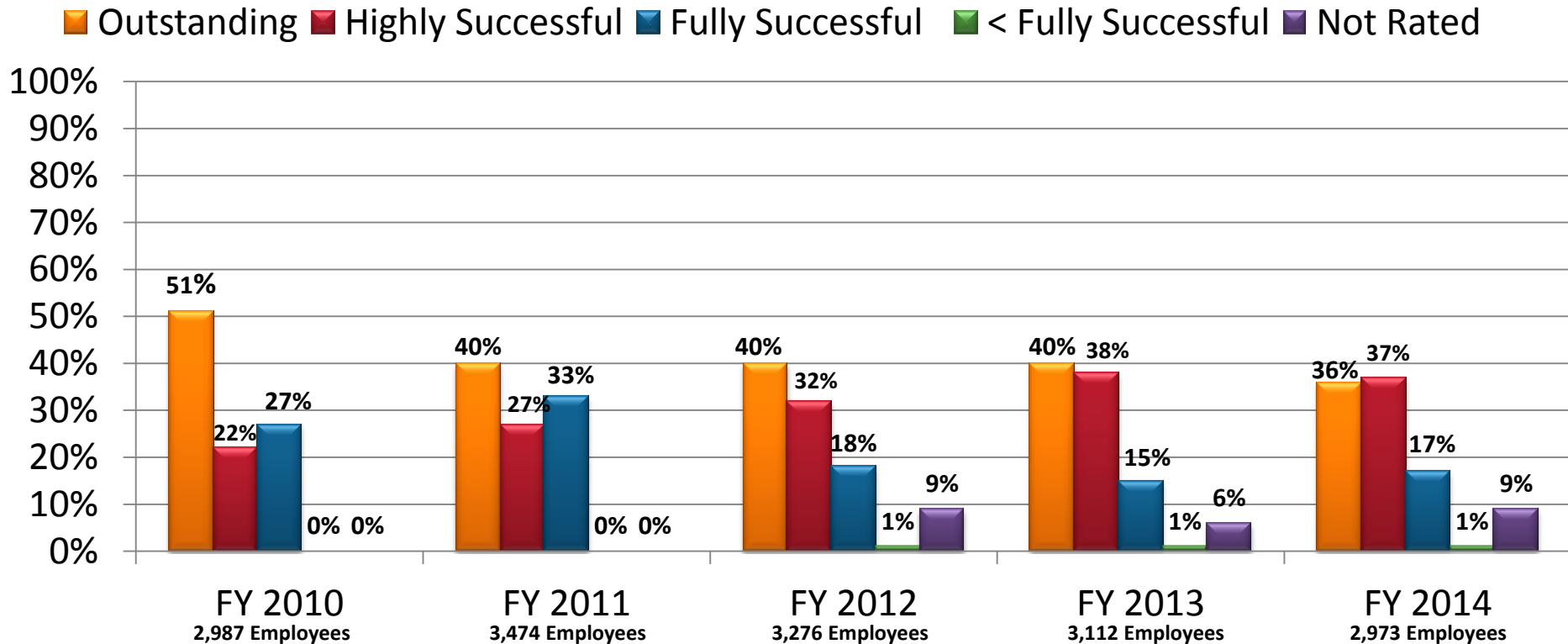


Performance Ratings: A Distribution Analysis

Fiscal Years 2010-2014

NARA-Wide Performance Ratings FY 2010-2014



*“Not Rated” applies to employees who did not meet the minimum 90 day appraisal period requirement. Reasons could include Leave Without Pay (LWOP)/(OWCP); entrance to duty less than 90 days before the end of the rating period; and intermittent/unavailable students employees).

*In FY 2010 and FY 2011, the data for Fully Successful includes employees who received less than fully successful. Starting in FY 2012, that data is broken out separately.

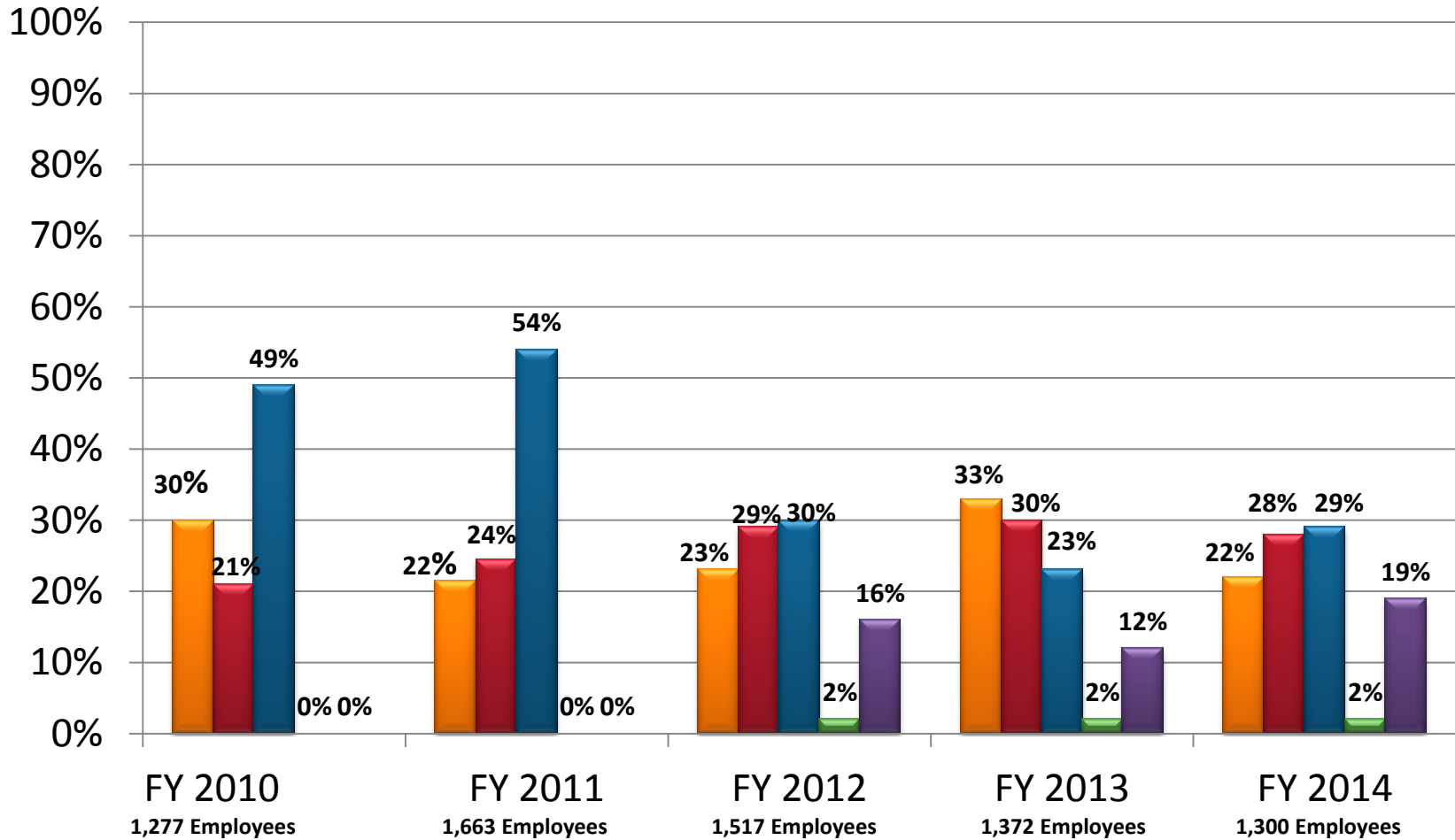
*Data for FY 2011 does not match the data shared in NARA Notice 2012-074 because until FY 2013 we had a "split" ratings cycle, with some employees being rated in the Spring.

Performance Ratings by Grade

GS 1-6

FY 2010-2014

■ Outstanding
 ■ Highly Successful
 ■ Fully Successful
 ■ < Fully Successful
 ■ Not Rated



*In FY 2011, the National Personnel Records Center (NPRC) changed from a 3-tier to a 5-tier rating system.

*About 53% of all GS 1-6 NARA employees are on "production standards." Staff who are assigned production work spend about 60% of their time on tasks that have a production standard, and generally have at least one critical element in their performance plan related to production work. Employees who meet or exceed the production standard may also receive a quarterly or monthly cash productivity award in addition to any annual performance award.

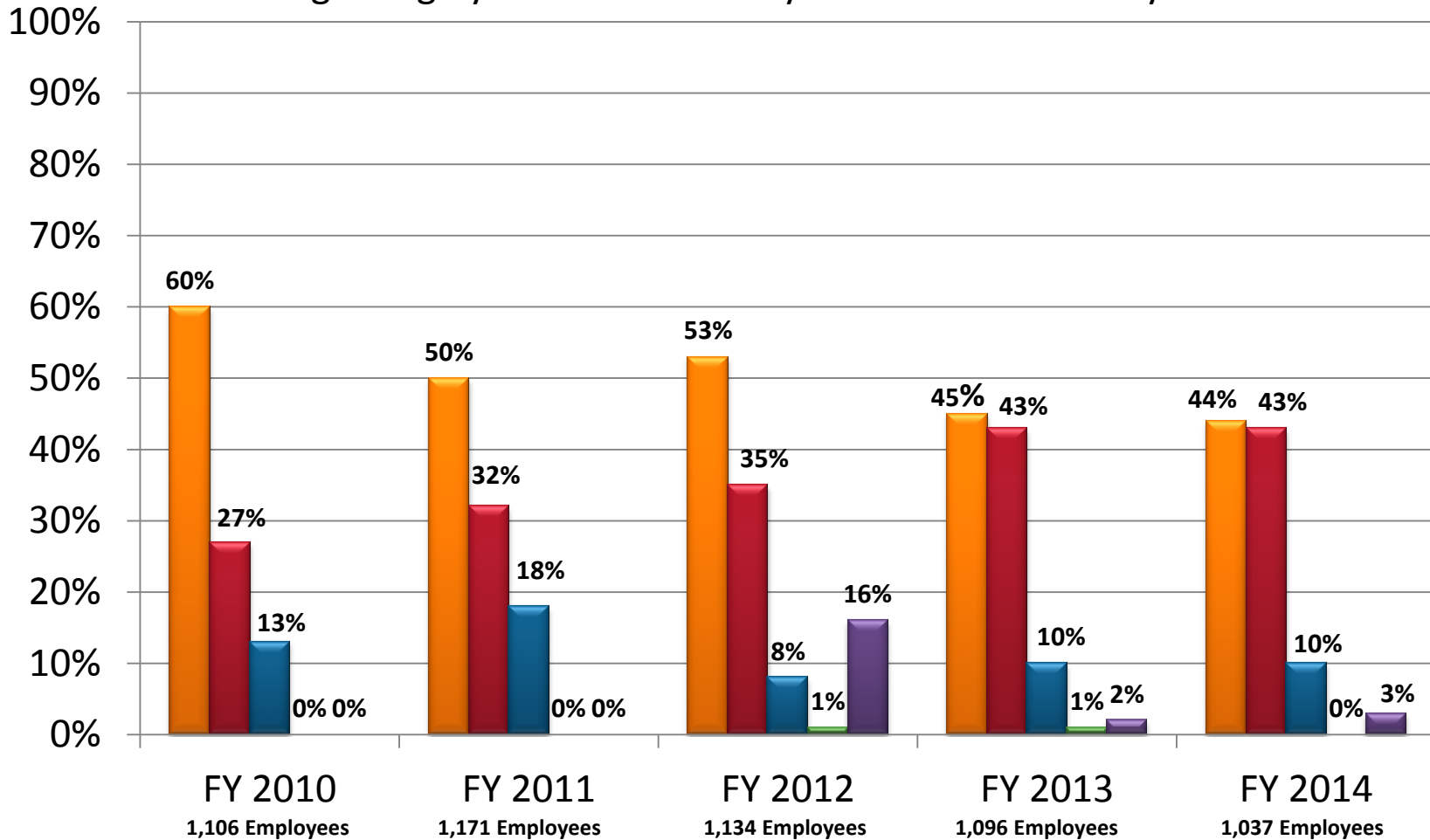
*In FY 2010 and FY 2011, the data for Fully Successful include employees who received less than Fully Successful. Starting in FY 2012, that data is broken out separately.

Performance Ratings by Grade

GS 7-12

FY 2010-2014

■ Outstanding ■ Highly Successful ■ Fully Successful ■ < Fully Successful ■ Not Rated



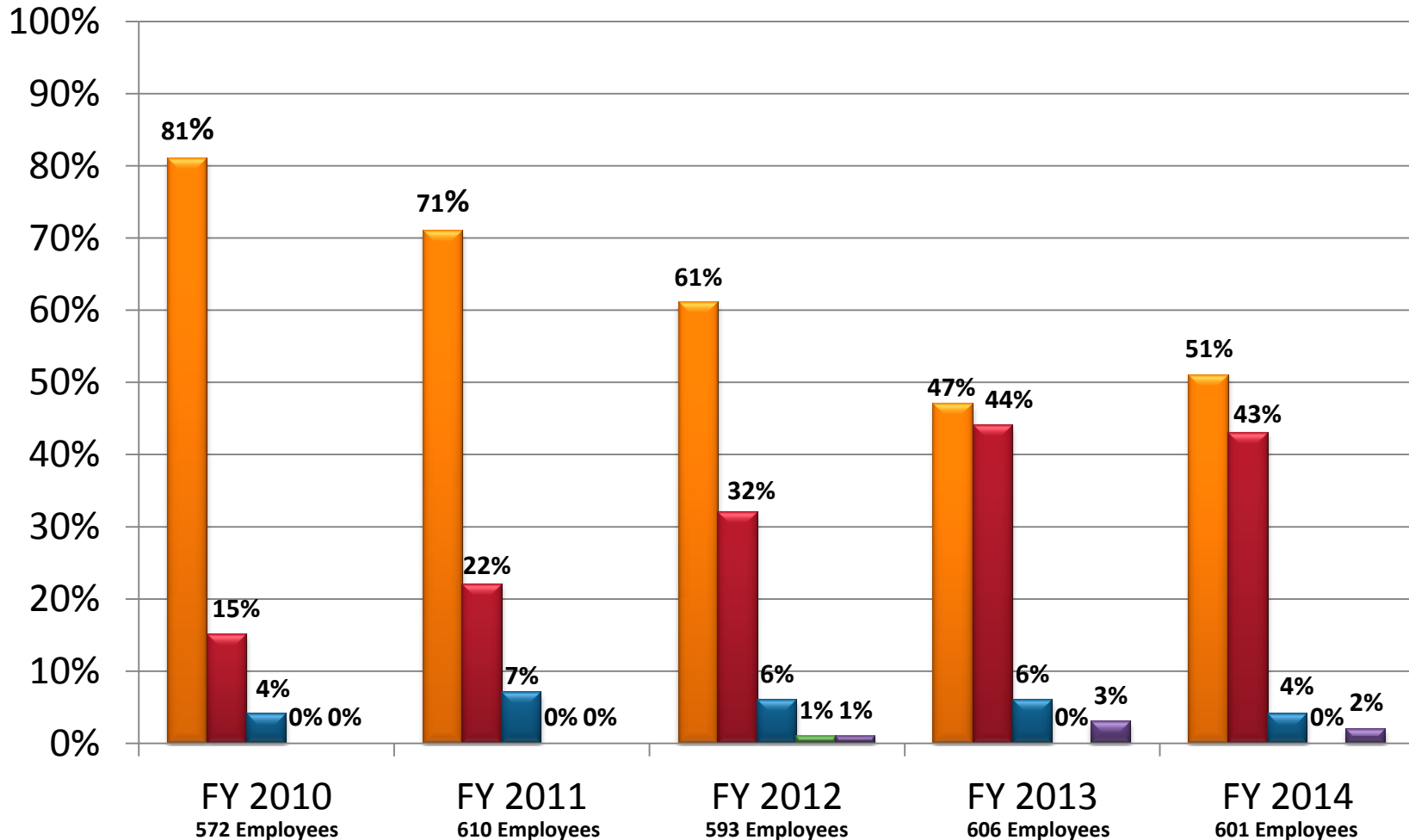
*In FY 2010 and FY 2011, the data for Fully Successful include employees who received less than Fully Successful. Starting in FY 2012, that data is broken out separately.

Performance Ratings by Grade

GS 13-15

FY 2010-2014

■ Outstanding
 ■ Highly Successful
 ■ Fully Successful
 ■ < Fully Successful
 ■ Not Rated



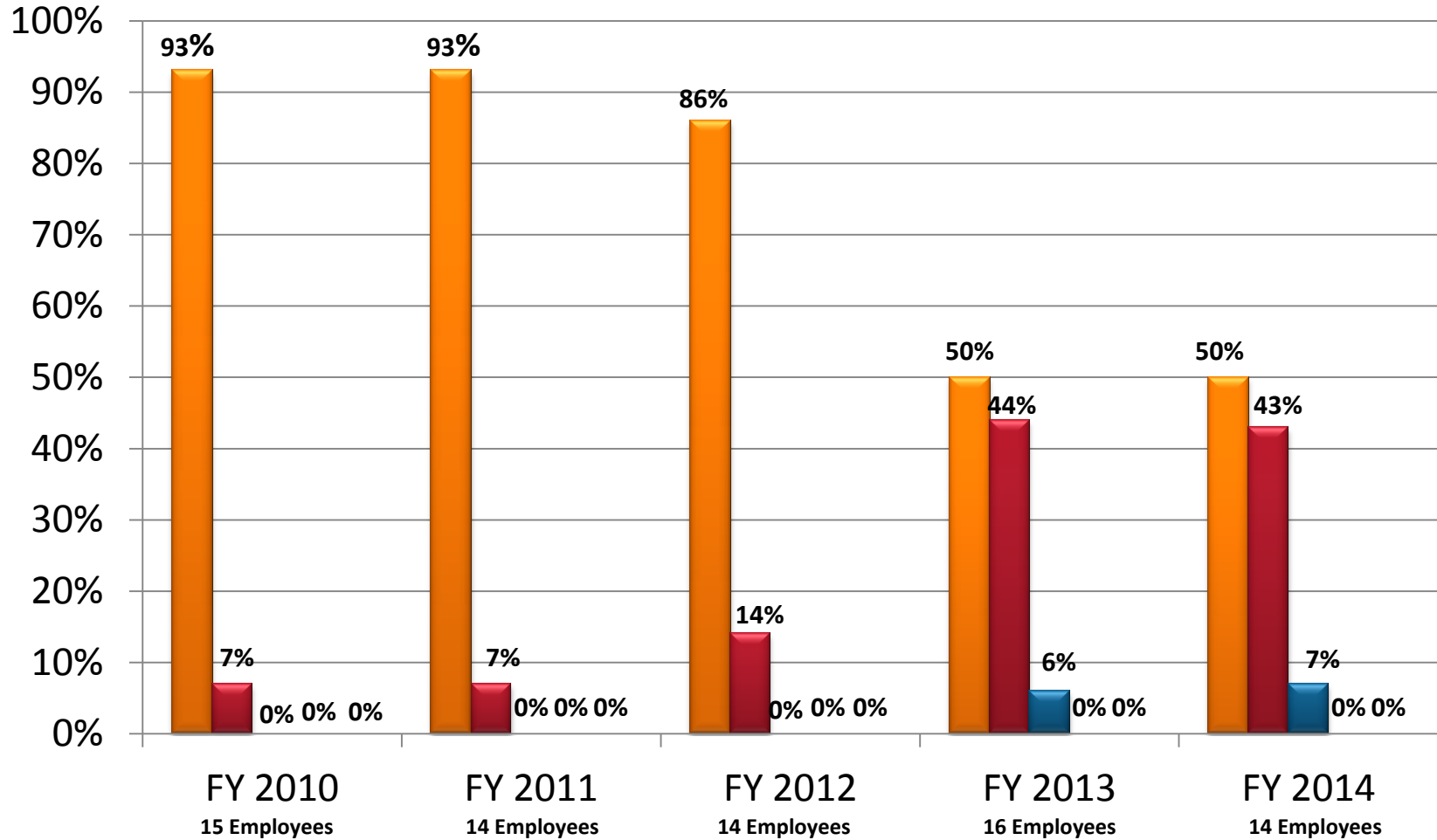
*In FY 2010 and FY 2011, the data for Fully Successful include employees who received less than fully successful. Starting in FY 2012, that data is broken out separately.

Performance Ratings by Grade

AD/SL

FY 2010-2014

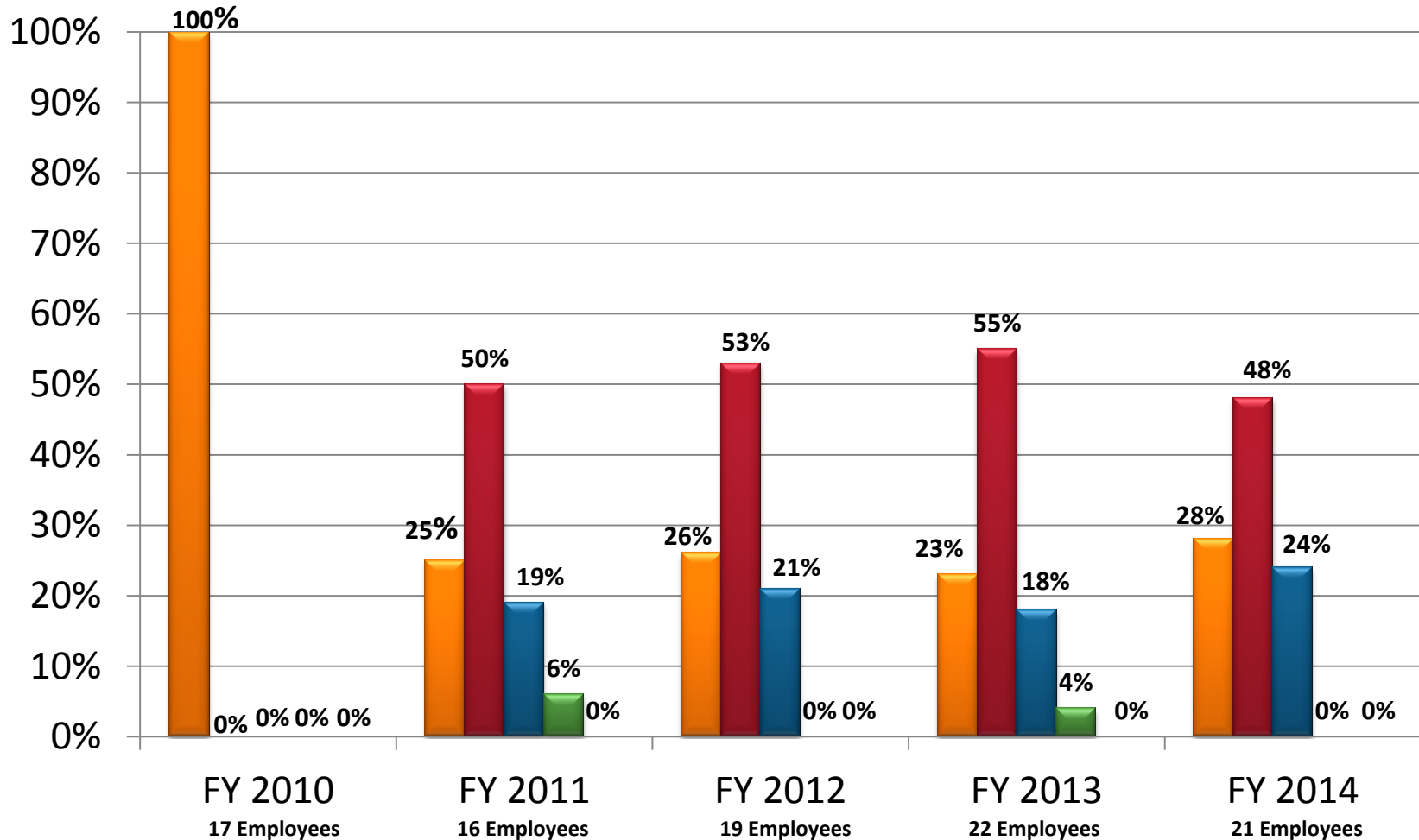
Outstanding Highly Successful Fully Successful < Fully Successful Not Rated



*AD refers to Administratively Determined Positions, of which NARA has two. SL stands for Senior Level, which includes Presidential Library Directors.

Performance Ratings by Grade SES FY 2010-2014

■ Outstanding
 ■ Highly Successful
 ■ Fully Successful
 ■ < Fully Successful
 ■ Not Rated



Performance Rating Comparison

Reflecting Number of Employees at GS 1-6

FY 2010-2014

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014	
Performance Rating	# of Employees		# of Employees		# of Employees		# of Employees		# of Employees	
Outstanding	380	30%	358	22%	349	23%	456	33%	284	22%
Highly Successful	268	21%	407	24%	440	29%	415	30%	367	28%
Fully Successful or Less*	629	49%	898	54%	455	30%	314	23%	373	29%
< Fully Successful	N/A	N/A	N/A	N/A	30	2%	25	2%	27	2%
Not Rated	N/A	N/A	N/A	N/A	243	16%	162	12%	249	19%
<u>Total</u>	1,277	100%	1,663	100%	1,517	100%	1,372	100%	1,300	100%

*In FY 2010 and FY 2011, the data for Fully Successful includes employees who received less than fully successful. Starting in FY 2012, that data is broken out separately.

Performance Rating Comparison

Reflecting Number of Employees at GS 7-12

FY 2010-2014

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014	
Performance Rating	# of Employees		# of Employees		# of Employees		# of Employees		# of Employees	
Outstanding	661	60%	586	50%	601	53%	488	45%	460	44%
Highly Successful	303	27%	377	32%	397	35%	471	43%	445	43%
Fully Successful or Less*	142	13%	208	18%	91	8%	111	10%	106	10%
< Fully Successful	N/A	N/A	N/A	N/A	8	<1%	6	<1%	4	<1%
Not Rated	N/A	N/A	N/A	N/A	37	3%	20	2%	22	2%
<u>Total</u>	1,106	100%	1,171	100%	1,134	100%	1,096	100%	1,037	100%

*In FY 2010 and FY 2011, the data for Fully Successful includes employees who received less than fully successful. Starting in FY 2012, that data is broken out separately.

Performance Rating Comparison

Reflecting Number of Employees at GS 13-15

FY 2010-2014

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014	
Performance Rating	# of Employees		# of Employees		# of Employees		# of Employees		# of Employees	
Outstanding	461	81%	432	71%	361	61%	284	47%	306	51%
Highly Successful	86	15%	134	22%	189	32%	267	44%	260	43%
Fully Successful or Less*	25	4%	44	7%	35	6%	37	6%	24	4%
< Fully Successful	N/A	N/A	N/A	N/A	2	<1%	0	0%	1	<1%
Not Rated	N/A	N/A	N/A	N/A	6	1%	18	3%	10	2%
<u>Total</u>	572	100%	610	100%	593	100%	606	100%	601	100%

*In FY 2010 and FY 2011, the data for Fully Successful includes employees who received less than fully successful. Starting in FY 2012, that data is broken out separately.

Performance Rating Comparison

Reflecting Number of Employees at AD/SL

FY 2010-2014

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014	
Performance Rating	# of Employees		# of Employees		# of Employees		# of Employees		# of Employees	
Outstanding	14	93%	13	93%	12	86%	8	50%	7	50%
Highly Successful	1	7%	1	7%	2	14%	7	44%	6	43%
Fully Successful or Less*	0	0%	0	0%	0	0%	1	6%	1	7%
< Fully Successful	0	0%	0	0%	0	0%	0	0%	0	0%
Not Rated	0	0%	0	0%	0	0%	0	0%	0	0%
<u>Total</u>	15	100%	14	100%	14	100%	16	100%	14	100%

*AD refers to Administratively Determined Positions, of which NARA has two. SL stands for Senior Level, which includes Presidential Library Directors.

Performance Rating Comparison

Reflecting Number of Employees at SES

FY 2010-2014

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014	
Performance Rating	# of Employees		# of Employees		# of Employees		# of Employees		# of Employees	
Outstanding	17	100%	4	25%	5	26%	5	23%	6	28%
Highly Successful	0	0%	8	50%	10	53%	12	55%	10	48%
Fully Successful or Less*	0	0%	3	19%	4	21%	4	18%	5	24%
< Fully Successful	0	0%	1	6%	0	0%	1	4%	0	0%
Not Rated	0	0%	0	0%	0	0%	0	0%	0	0%
<u>Total</u>	17	100%	16	100%	19	100%	22	100%	21	100%