

Performance Scale

D-Distinguished
P-Proficient
B-Basic
U-Unsatisfactory

Distinguished – A person who continually exceeds requirements and expectations; one excels in most aspects of performance.

Proficient – A person who consistently meets requirements and expectations, one who excels in one or more areas of performance.

Basic – A person who inconsistently meets the requirements and expectations, one who has areas of performance that require improvement.

Unsatisfactory – A person whose performance is notably below job requirements and expectations, significant improvement to performance required.