

Definitions of Rating Categories:

- ***Exceptional*** – consistently far exceeds performance expectations and the competencies required for the job, and represents the County and agency/department interests in an exemplary fashion. Employees in this category operate at a higher level and consistently:
 - Effectively move the agency/department toward the accomplishment of business goals
 - Attain high-quality results
 - Operate within a well-defined ethical framework
 - Demonstrate a high degree of professionalism in all endeavors
 - Demonstrate commitment and dedication
- ***Exceeds Expectations*** – consistently exceeds performance expectations and the competencies required for the job. Employees in this category consistently contribute to the accomplishment of business objectives, frequently operate at a higher level, and usually exceed job expectations.
- ***Meets Expectations*** – normally meets and sometimes exceeds performance expectations and the competencies required for the job. Some core competencies may require additional skill development; however, overall performance contributes to the accomplishment of business objectives.
- ***Needs Improvement*** – frequently fails to meet performance expectations and core competencies for the job, despite the committed efforts of his/her supervisor to assist in correcting performance. The overall performance of employees in this category has a negative impact on departmental operations, and the employee has not satisfactorily responded to coaching, counseling, or corrective action plans. Failure to improve performance to a satisfactory level may lead to disciplinary action, including reduction or discharge.