Continuous Performance Management Report

Performance Year 2025

STATECIVILSERVICE

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Continuous Performance Management (CPM)

in collaboration with

STATECIVILSERVICE

SAP SuccessFactors

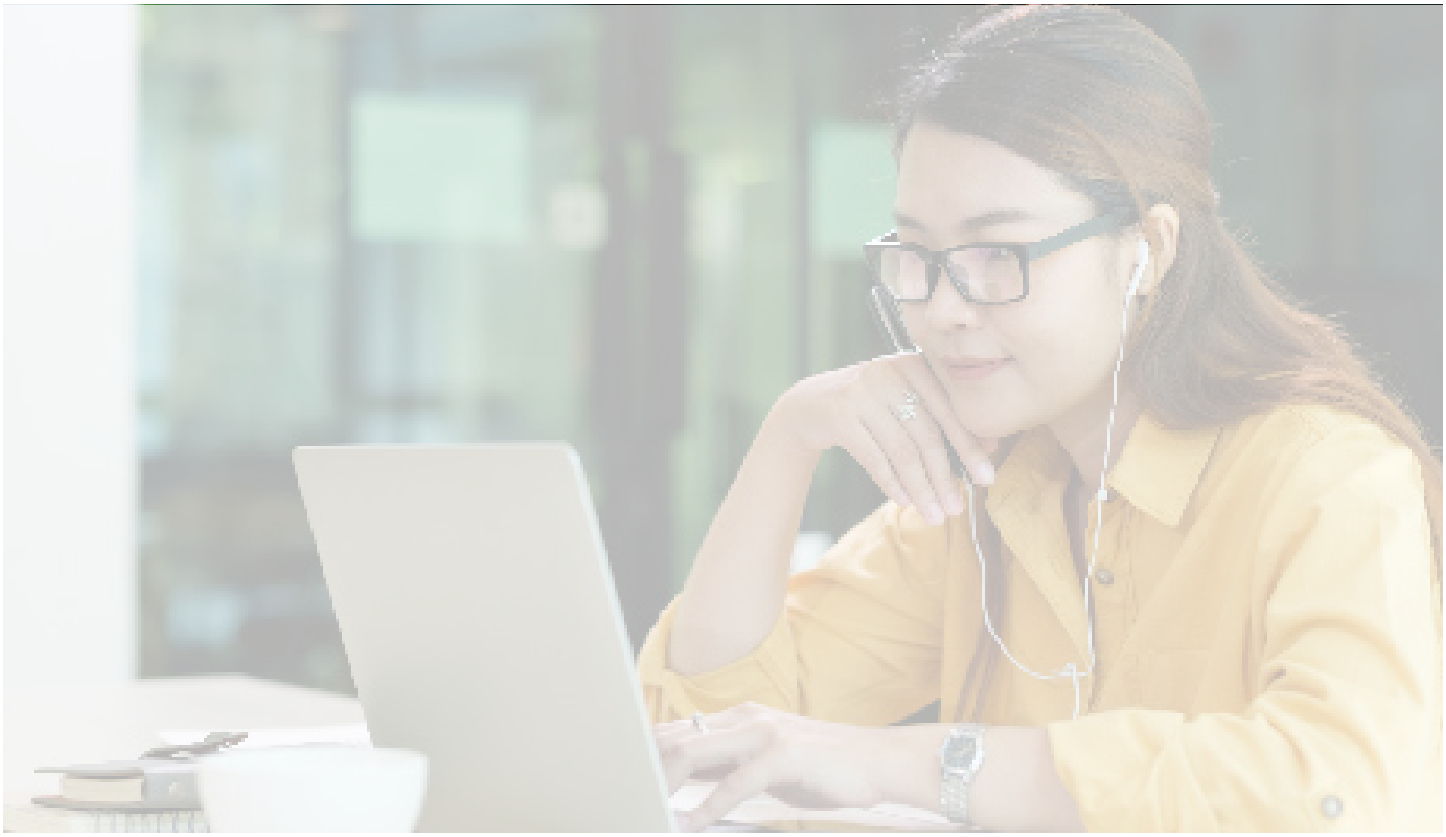
Executive Summary

In accordance with Civil Service Rule 10.13(d), state agencies are required to annually report Continuous Performance Management (CPM) rating information to the Director of State Civil Service. The performance evaluation ratings reported in this document are for the performance year (PY) which ended December 31, 2025.

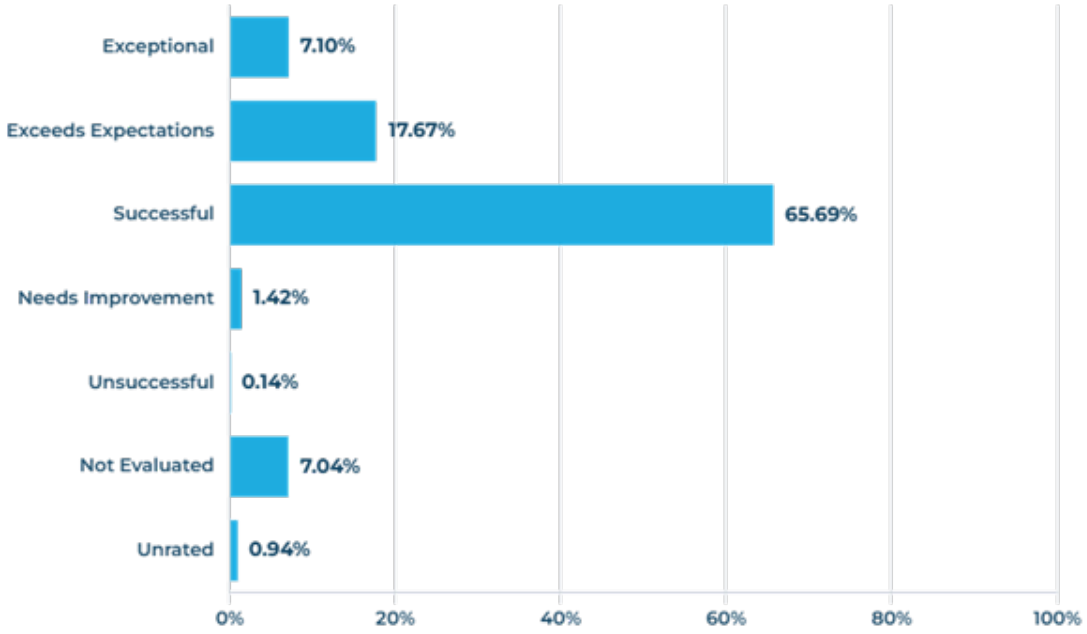
STATEWIDE RATING OVERVIEW

The statewide rating overview provides performance evaluation rating statistics for all major departments which reported CPM information to State Civil Service for PY2025. It details the following:

- number of employees that were rated
- number of employees that were rated “Exceptional”
- number of employees that were rated “Exceeds Expectations”
- number of employees that were rated “Successful”
- number of employees that were rated “Needs Improvement”
- number of employees that were rated “Unsuccessful”
- number of employees that were “Not Evaluated”
- number of employees that were “Unrated”



PERFORMANCE EVALUATION RATINGS - CY 2025



Exceptional	**7.10%** 2,438
Exceeds Expectations	**17.67%** 6,067
Successful	**65.69%** 22,559
Needs Improvement	**1.42%** 486
Unsuccessful	**0.14%** 49
Not Evaluated	**7.04%** 2,419
Unrated	**0.94%** 324
Total Employees Rated	**34,342**

STATEWIDE RATING ADDITIONAL INFORMATION

Performance year 2025 was the first year in Continuous Performance Management. The major changes from the previous performance system (PES) that have had an impact on the performance rating statistics are:

- Addition of "Exceeds Expectations" rating category (SCS Rule 10.6(a)2)
- Change of "Needs Improvement" and "Unsuccessful" rating categories into standalone rating categories (SCS Rules 10.6(a)4 & 10.6(a)5)
- Change of "Not Evaluated" rating category from a "may" to a "shall" rule (SCS Rules 10.6(b)1 & 10.6(b)2)
- Introduction of the SuccessFactors system, which replaced the paper-based planning and evaluation processes for many agencies

A deeper analysis of the CPM PY2025 ratings:

"Exceptional" Rating

There was a 52% decrease in the number of employees rated as "Exceptional" in CPM PY2025 as compared to PES FY23-24.

- For PES FY23-24, 14.78% of employees were rated "Exceptional"
- For CPM PY2025, 7.10% of employees were rated "Exceptional"

Key factor which affected the percentage change:

- The addition of the "Exceeds Expectations" rating category

"Exceeds Expectations" Rating

- For CPM PY2025, 17.67% of employees were rated "Exceeds Expectations"
- No comparison can be made to the most recent PES rating data since this rating category is new for CPM PY2025
- The addition of this rating category did affect both the "Exceptional" and "Successful" rating percentages

"Successful" Rating

There was a 18.5% decrease in the number of employees rated as "Successful" in CPM PY2025 as compared to PES FY23-24

- For PES FY23-24, 80.57% of employees were rated "Successful"
- For CPM PY2025, 65.69% of employees were rated "Successful"

Key factors which affected the percentage change:

- The addition of the "Exceeds Expectations" rating category
- Change of "Not Evaluated" rating category from a "may" to a "shall" rule since many of these employees were typically rated "Successful"

“Needs Improvement” Rating

- No comparison can be made to the most recent PES rating data since this rating category is now a standalone rating category in CPM PY2025
- The 486 employees who were rated “Needs Improvement” shall not be eligible to receive this rating in CPM PY2026

“Unsuccessful” Rating

No comparison can be made to the most recent PES rating data since this rating category is now a standalone rating category in CPM PY2025.

Breakdown of “Unsuccessful” usage (LaGov HCM agencies only):

- Out of 43 LaGov HCM agency employees rated “Unsuccessful”, only one employee had the rating overturned to “Needs Improvement”
- As of 7/15/2026, only 19 of the 43 employees rated as Unsuccessful (44%) were still active in state employment

“Not Evaluated” Rating

There was a 107% increase in the number of employees rated “Not Evaluated” in CPM PY2025 as compared to PES FY23-24.

- For PES FY23-24, 3.40% of employees were rated as “Not Evaluated”
- For CPM PY2025, 7.04% of employees were rated as “Not Evaluated”

Key factor which affected the percentage change:

- Change of “Not Evaluated” from a “may” to a “shall” rule affected these percentages since these employees were typically rated as “Successful”

Breakdown of “Not Evaluated” usage (LaGov HCM agencies only):

- 2,290 LaGov HCM agency employees were rated “Not Evaluated”
- 98.3% (2,252 employees): Appointed on/after 10/1
  - This appointment could be a new hire, promotion or other permanent movement within an agency
- 1.7% (38 employees): Transferred between 1/1-3/1 and were not rated at the losing agency
  - As a result, the gaining agency rated these employees “Not Evaluated”

“Unrated” Rating

There was a 45.7% decrease in the number of employees rated as “Unrated” in CPM PY2025 as compared to PES FY23-24

- For PES FY23-24, 1.73% of employees were rated as “Unrated”
- For CPM PY2025, 0.94% of employees were rated as “Unrated”

Key factor which affected the percentage change:

- The SuccessFactors system, as well as electronic performance rating methods used by Higher Education agencies, had a significant impact on this number.

Breakdown of “Unrated” usage (LaGov HCM agencies only):

- 208 LaGov HCM agency employees were rated as “Unrated”
- 97.6% (203 employees): Rule Violation-HR Review
  - Human Resources detected a rule violation with an employee’s performance rating or a performance rating was never rendered
- 2.4% (5 employees): Rule Violation-Agency Review Panel
  - During the agency review process, the Agency Review Panel detected a rule violation with an employee’s “Unsuccessful” rating



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