



Louisiana Department  
Of State Civil Service

## Annual Performance Planning and Review Report Fiscal Year 2007-2008

(Submitted to the Director of Civil Service and the Civil Service Commission on November 19, 2008)

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In accordance with Civil Service Rule 10.12 (c), state agencies are required to submit an annual Performance Planning and Review (PPR) report to the Director of Civil Service. The final annual report for fiscal year 2007-2008 is attached to this memo.

The data is organized so that columns one and two indicate the name of the agency. The reports are as follows:

### ***First Report - Alphabetical Order by Agency***

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This report lists all agencies by major department, in alphabetical order. The third column indicates the total number of employees for whom ratings were reported by the agency. The fourth column indicates the percentage of employees who were Un-Rated for fiscal year 2007-2008. The fifth and sixth columns indicate the percentage of employees who were Un-Rated for the two prior fiscal years—2006-2007 and 2005-2006. Data provided on this main report for the Housing Authorities, and Ports/Levee Districts reflects the combined totals reported for each group.

### ***Second Report - Descending Order by Un-Rated Rate***

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The second report sorts the agencies in descending order according to the percentage of employees who were *not rated* for fiscal year 2007-2008. Agencies appearing at the top of the list have the highest Un-Rated rates, starting at 100% Un-Rated for Workforce Commission. The agencies appearing near the end of the list, with 0.00% Un-Rated, reported having rated all of their employees during this period. When viewing the Un-Rated rates for each agency, please also note the number of employees per agency, which appears in the third column, "Calculated No. of Ratings 07-08." As has been discussed in past years, although we would be concerned by a high Un-Rated rate at a small agency, such as a board or commission, even if there were only a handful of classified employees, we are more alarmed by a lower Un-Rated rate of 15-30 percent at an agency having a significantly greater number of employees—50 or more. In the Program Assistance Division, we have concluded that the larger the agency, the greater the impact of a high Un-Rated rate. It is our experience that a lack of a strong performance management program adversely impacts the morale of employees, productivity, and business operations and mission of the agency.

Agencies appearing at the very bottom of the list, with no percentage value in the column, did not report or no longer report under that agency title. As in the first report, the third column in this report indicates the total number of employees for whom ratings were reported by the agency. The fifth and sixth columns provide the percentage of Un-Rated employees for the previous two fiscal years.

NOTE: Statewide grand totals are presented at the bottom of each of the columns, on page 5. Agencies reported PPR ratings for 57,275 classified employees in fiscal year 2007-2008, and the overall Un-Rated rate was 4.44%, down from last fiscal year's rate of 5.01%.

### ***Chart #1 -- PPR Ratings For Last 3 Fiscal Years Including Involuntary/Probational Separations***

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Chart #1 shows the actual numbers of PPR Ratings reported for each of the past three fiscal years. This chart presents the number of ratings in each of the rating categories. Additionally, in

the first column, the report provides the number of Involuntary Separations/Probational Separations, which includes those employees who were separated from probation, resigned to avoid dismissal, or were dismissed. It is reasonable to assume that these dismissed employees were ones who most likely did receive, or would have received, ratings of Poor or Needs Improvement.

(It is important to note that this number does *not include* those employees who were laid off or those who chose to retire.)

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***Chart #2 -- PPR Ratings For Last 3 Fiscal Years by %***

Chart # 2 shows the percentage of ratings in each category over a three-year period.

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***Chart #3 -- Meets Requirements vs. Less Than Meets Requirements***

This chart represents the percentage of employees whose performance was less than “Meets Requirements” versus those whose performance was deemed to be “Meets Requirements” or higher. The percentage of employees whose performance was less than “Meets Requirements” includes those who were actually rated “Poor” or “Needs Improvement,” as well as those who were separated while on probation or involuntarily, which we have concluded are employees who either did receive, or would have received, ratings of less than “Meets Requirements” if they had remained in state service. The percentage of Un-Rated employees is not shown in this chart.

**Decrease in Statewide Un-Rated Rate in FY 07/08**

For Fiscal Year 2007-2008, there was a slight decrease in the statewide percentage of Un-Rated employees of over half of one percent, although there were 1,539 more state workers this fiscal year to rate than last fiscal year.

### Agencies Reporting Un-Timely

The following agencies failed to report by the reporting deadline and were not included in the main report.

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
LSU System	Agriculture Center	495	14.14%	6.96%	3.33%
LSU System	Baton Rouge	1472	13.65%	11.21%	8.54%
Health & Hospitals	Nursing, Board of	36	5.56%	21.43%	69.23%

*Table 1*

### Agencies Not Reporting

The following agencies did not report and appear shaded in orange at the bottom of the Descending Order report.

Agency	Agency	No. of Classified Employees
Labor	Board of Plumbing	4
Culture, Rec & Tourism	Council on Dvlpmt of French in LA (CODOFIL)	No positions in ISIS
Treasury	Firefighters Retirement System	No positions in ISIS
Health & Hospitals	Metropolitan Human Service District	145
Governor's Office	Military	3
Economic Development	Motor Vehicle Commission	10
Culture, Rec & Tourism	New Orleans City Park	7
Health & Hospitals	RadiolTech Board	1
Community Colleges	River Parishes Comm College	9
Education	Special School District One	10
Treasury	State Police Retirement System	2
<b>Total</b>		<b>191</b>

*Table 2*

### Louisiana Technical Colleges (LTC)

The Louisiana Technical College has failed to report for the last three years. The entities in the LTC system which did report for the 2007-2008 Fiscal Year were the Board of Supervisors and Region 1, which consists of the West Jefferson, Slidell, Sidney N. Collier, and Jefferson campuses. Below is a list of the LTC Campuses which failed to report.

LTC Campus	No. of Classified Employees	LTC Campus	No. of Classified Employees
Acadian	5	Mansfield	3
Alexandria	8	Natchitoches	5
Ascension	5	North Central	4
Avoyelles	8	Northeast LA	4
Bastrop	4	Northwest	10
Baton Rouge	16	Oakdale	5
Coreil	2	Resource Center	4
Delta Ouachita	12	River Parishes	10
Evangeline	4	Ruston	4
Florida Parishes	5	Sabine Valley	5
Folkes	2	Shelby M. Jackson	4
Gulf Area	4	Shreveport	15
Hammond	8	Sullivan	11
Huey P. Long	4	T. H. Harris	9
Jumonville Memorial	3	Tallulah	7
Lafayette Campus	18	Teche Area	5
Lafourche	11	Westside	1
Lamar Salter	7	Young Memorial	23
M. Smith	4		
<b>Total</b>			<b>259</b>

*Table 3*

## 2007-2008 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Agriculture	Department of Agriculture	781	7.04%	5.64%	9.50%
Civil Service	Department of Civil Service	93	0.00%	4.30%	1.19%
Civil Service	Division Of Administrative Law	26	0.00%	11.54%	7.69%
Civil Service	Ethics	21	0.00%	15.00%	5.00%
Civil Service	Municipal Fire and Police	18	0.00%	0.00%	0.00%
Community Colleges	Baton Rouge Community College	46	6.52%	22.00%	4.88%
Community Colleges	Bossier Parish Community College	99	0.00%	0.00%	0.00%
Community Colleges	Delgado Community College	175	17.71%	65.94%	39.06%
Community Colleges	L.E. Fletcher Tech Community College	14	7.14%	0.00%	0.00%
Community Colleges	LA Delta Community College	6	0.00%		0.00%
Community Colleges	Nunez Community College	29	0.00%	0.00%	25.00%
Community Colleges	River Parishes Comm College			0.00%	
Community Colleges	South LA Community College	4	0.00%		
Community Colleges	Sowela Tech Community College	26	0.00%	3.57%	0.00%
Culture, Rec & Tourism	Council on Dvlpmt of French in LA (CODOFIL)			0.00%	0.00%
Culture, Rec & Tourism	Dept of Culture, Recreation & Tourism	708	0.71%	2.78%	0.00%
Culture, Rec & Tourism	New Orleans City Park				63.64%
Economic Development	Department of Economic Development	71	4.23%	10.34%	12.28%
Economic Development	Motor Vehicle Commission				0.00%
Economic Development	CPA Board	5	0.00%	0.00%	0.00%
Education	Department of Education	573	2.44%	1.49%	0.69%
Education	School for Math, Science & Arts	13	0.00%	0.00%	0.00%
Education	School for the Deaf	144	4.86%	4.86%	4.24%
Education	School for the Visually Impaired	47	0.00%	0.00%	5.88%
Education	Special Education Center	170	7.06%	10.39%	7.89%
Education	Special School District One				5.00%

## 2007-2008 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Educational TV Auth	LETA	76	1.32%	1.30%	18.67%
Environmental Quality	Department of Environmental Quality	927	2.27%	3.28%	3.72%
Governor's Office	Architectural Examiners	2	0.00%		
Governor's Office	BESE	7	0.00%	0.00%	0.00%
Governor's Office	Board of Regents	15	0.00%	6.67%	0.00%
Governor's Office	Commission on Law Enforcement	41	2.44%	0.00%	0.00%
Governor's Office	Cosmetology, Board of	24	4.17%	4.17%	17.39%
Governor's Office	Department of Veterans Affairs	677	0.15%	0.00%	0.22%
Governor's Office	Division of Administration	653	1.84%	0.84%	0.60%
Governor's Office	Administrative Services	46	2.17%		
Governor's Office	Elderly Affairs	57	3.51%	1.89%	1.75%
Governor's Office	Federal Property Assistance Agency	13	0.00%		
Governor's Office	Louisiana Property Assistance Agency	45	2.22%		
Governor's Office	Manufactured Housing Commission	6	16.67%	57.14%	80.00%
Governor's Office	Mental Health Advocacy	21	80.95%	60.00%	78.57%
Governor's Office	Military			0.00%	
Governor's Office	Office of Aircraft Services	3	0.00%		
Governor's Office	Office of Financial Institutions	112	0.89%	5.79%	0.00%
Governor's Office	Office of Risk Management	126	0.79%		
Governor's Office	Office of Telecomm Management	105	3.81%		
Governor's Office	Patient's Compensation Fund	40	0.00%	0.00%	2.50%
Governor's Office	Racing Commission	18	0.00%	0.00%	0.00%
Governor's Office	Real Estate Commission	25	0.00%	0.00%	0.00%
Governor's Office	State Employees Group Benefits	321	0.00%	0.00%	0.00%
Governor's Office	State Licensing Board for Contractors	60	5.00%	11.32%	14.55%
Governor's Office	Used Vehicle Commission	21	0.00%	0.00%	0.00%

## 2007-2008 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Governor's Office	Women's Policy	3	0.00%	0.00%	33.33%
Governor's Office	Workforce Commission	1	100.00%		
Health & Hospitals	Capitol Area Human Services	267	0.75%	0.49%	0.00%
Health & Hospitals	Citizens with Developmental Disabilities	3801	3.95%	5.30%	8.79%
Health & Hospitals	Dentistry, Board of	4	0.00%	0.00%	0.00%
Health & Hospitals	Department of Health & Hospitals/OMF	1705	5.63%	8.57%	6.41%
Health & Hospitals	Office of Aging and Adult Services	553	4.88%		
Health & Hospitals	Embalmers, Board of	2	0.00%	0.00%	0.00%
Health & Hospitals	Jefferson Parish Health Services	188	5.85%	13.95%	0.00%
Health & Hospitals	Medical Examiners, Brd	50	22.00%	38.00%	20.00%
Health & Hospitals	Mental Health, Office of	2860	4.27%	3.73%	8.54%
Health & Hospitals	Mental Health - Florida Parishes Human	159	1.89%	1.39%	2.11%
Health & Hospitals	Metropolitan Human Service District			50.39%	
Health & Hospitals	Nursing, Board of	Reported Late	XXXXXXXXXX	21.43%	69.23%
Health & Hospitals	Office of Addictive Disorders	492	3.46%	1.84%	1.88%
Health & Hospitals	Pharmacy, Board of	12	8.33%	0.00%	0.00%
Health & Hospitals	Practical Nurse Examiners, Board of	13	0.00%		0.00%
Health & Hospitals	Public Health, Office of	1718	4.07%	5.15%	2.48%
Health & Hospitals	RadiolTech Board				
Housing Authorities	<b>composite</b>	237	3.38%	4.67%	17.33%
Housing Finance Agency	LA Housing Finance Agency	111	9.01%	18.45%	
Insurance	Department of Insurance	239	2.09%	0.43%	4.92%
Labor	Board of Barber Examiners	4	0.00%		0.00%
Labor	Board of Plumbing				0.00%
Labor	Labor (LA Workforce Commission)	978	9.82%	8.27%	7.01%
Levees/Ports	<b>composite</b>	650	4.62%	7.55%	7.32%

## 2007-2008 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Louisiana Tech Colleges	<b>composite</b>	12	41.67%		
LSU System	Administration	2	0.00%		0.00%
LSU System	Agriculture Center	Reported Late	XXXXXXXX	6.96%	3.33%
LSU System	Alexandria	95	8.42%	10.11%	9.09%
LSU System	Baton Rouge	Reported Late	XXXXXXXX	11.21%	8.54%
LSU System	Eunice	66	0.00%	0.00%	0.00%
LSU System	Hebert Law Center	15	0.00%	0.00%	0.00%
LSU System	Pennington Biomedical	66	0.00%	0.00%	0.00%
LSU System	Shreveport	110	0.00%	0.00%	1.82%
LSU System	University of New Orleans	247	1.21%	19.38%	17.02%
LSU/HCS	Bogalusa Medical Center (fmr. Wash-St. Tamm.)	449	1.78%	2.14%	0.49%
LSU/HCS	E. K. Long	936	16.56%	24.27%	34.44%
LSU/HCS	Health Care Services Division	131	0.00%	0.00%	0.00%
LSU/HCS	L. J. Chabert	808	0.62%	0.76%	0.38%
LSU/HCS	Lafayette - University Medical Center	902	3.66%	12.18%	11.92%
LSU/HCS	Lallie Kemp	349	1.15%	0.56%	0.55%
LSU/HCS	LSU Interim Hospital (formerly MCLNO)	1929	35.36%	11.16%	13.22%
LSU/HCS	W. O. Moss	350	4.86%	12.69%	6.90%
LSU/HSC/NO	New Orleans	515	26.21%	30.20%	0.00%
LSU/HSC/S	H. P. Long	517	0.39%	0.55%	0.19%
LSU/HSC/S	E. A. Conway	778	0.90%	1.59%	0.12%
LSU/HSC/S	Shreveport	2874	7.03%	6.80%	8.03%
N O Ctr for Creative Arts/Riverfront	NOCCA	8	0.00%	0.00%	0.00%
Natural Resources	Department of Natural Resources	502	0.20%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	Corrections Services	135	0.00%	0.00%	2.24%

## 2007-2008 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Pub Safety & Corr/CorrSrv	Phelps Correctional Center - PCC	309	0.00%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	LA State Penitentiary - LSP	1619	0.06%	0.13%	0.12%
Pub Safety & Corr/CorrSrv	Avoyelles - AVC	379	0.26%	0.00%	0.59%
Pub Safety & Corr/CorrSrv	LA Correctional Inst for Women - LCIW	276	0.72%	7.58%	0.36%
Pub Safety & Corr/CorrSrv	Dixon Correctional - DCI	527	0.76%	0.39%	0.94%
Pub Safety & Corr/CorrSrv	Dabadie - JLDCC	164	0.61%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	Elayn Hunt Correctional - EHCC	703	1.14%	1.25%	2.41%
Pub Safety & Corr/CorrSrv	DWCC/SHRC/FWCC	784	0.64%	1.53%	1.46%
Pub Safety & Corr/CorrSrv	Probation & Parole - P & P	815	0.61%	0.53%	0.52%
Pub Safety & Corr/CorrSrv	Rayburn Correctional Institute - RCI (Formerly Washington CI)	352	0.00%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	Prison Enterprises - PE	75	2.67%	2.82%	1.43%
Pub Safety & Corr/Pub Safety Srv	Private Investigator Brd	10	0.00%		
Pub Safety & Corr/Pub Safety Srv	Dept. of Public Safety	1799	3.95%	2.47%	0.93%
Pub Safety & Corr/Youth Dev	Bridge City				
Pub Safety & Corr/Youth Dev	Jetson				
Pub Safety & Corr/Youth Dev	Juvenile Probation and Parole				
Pub Safety & Corr/Youth Dev	Swanson-Madison				
Pub Safety & Corr/Youth Dev	Swanson-Monroe				
Pub Safety & Corr/Youth Dev	<b>All facilities</b>	1032	3.10%	11.46%	16.46%
Public Svc. Commission	Public Service Commission	82	4.88%	3.26%	9.47%
Revenue	Department of Revenue	814	3.32%	4.15%	1.89%
Social Services	Department of Social Services	5154	1.61%	2.59%	3.20%
Southern Univ. System	Baton Rouge	515	10.68%	11.44%	1.72%
Southern Univ. System	New Orleans	81	0.00%	0.00%	93.33%
Southern Univ. System	Shreveport/Bossier	71	2.82%	21.31%	6.90%

## 2007-2008 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
State	Department of State	390	0.26%	3.72%	5.19%
Student Financial Assistance, LA	LOSFA	130	0.00%	1.71%	0.00%
Transportation & Dev.	Brd. Prof Engineers	7	57.14%		
Transportation & Dev.	DOTD	4493	1.05%	0.76%	0.97%
Transportation & Dev.	Sabine River Authority	44	0.00%		
Treasury	Department of Treasury	51	0.00%	0.00%	6.25%
Treasury	Firefighters Retirement System				
Treasury	School Employees Retirement	42	4.76%	0.00%	5.71%
Treasury	State Employees Retirement System (LASERS)	123	0.81%	1.54%	2.21%
Treasury	State Police Retirement System				
Treasury	Teacher's Retirement System	191	1.57%	1.14%	0.49%
University System	Grambling State University	255	9.41%	48.45%	
University System	Louisiana Tech University	473	1.06%	0.43%	1.28%
University System	McNeese State University	279	0.72%	3.68%	2.57%
University System	Nicholls State University	264	0.38%	0.36%	0.37%
University System	Northwestern State University	242	2.07%	2.21%	0.00%
University System	Southeastern LA University	478	0.42%	0.22%	0.00%
University System	University of LA-Monroe	376	0.53%	1.87%	1.08%
University System	University of LA-Lafayette	769	0.39%	0.27%	0.28%
Wildlife & Fisheries	Department of Wildlife & Fisheries	754	1.33%	1.89%	1.63%
	<b>Total Ratings Reported</b>	<b>57275</b>			
	<b>Statewide Un-Rated Rate</b>		<b>4.44%</b>	<b>5.01%</b>	<b>4.97%</b>
Composite data					
Did not report					

## 2007-2008 PPR Report in Descending Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Governor's Office	Workforce Commission	1	100.00%		
Governor's Office	Mental Health Advocacy	21	80.95%	60.00%	78.57%
Transportation & Dev.	Professional Engineers, Board of	7	57.14%		
Louisiana Tech Colleges	<b>composite</b>	12	41.67%		
LSU/HCSO	LSU Interim Hospital (formerly MCLNO)	1929	35.36%	11.16%	13.22%
LSU/HSC/NO	New Orleans	515	26.21%	30.20%	0.00%
Health & Hospitals	Medical Examiners, Board of	50	22.00%	38.00%	20.00%
Community Colleges	Delgado Community College	175	17.71%	65.94%	39.06%
Governor's Office	Manufactured Housing Commission	6	16.67%	57.14%	80.00%
LSU/HCSO	E. K. Long	936	16.56%	24.27%	34.44%
Southern Univ. System	Baton Rouge	515	10.68%	11.44%	1.72%
Labor	Labor (LA Workforce Commission)	978	9.82%	8.27%	7.01%
University System	Grambling State University	255	9.41%	48.45%	
Housing Finance Agency	LA Housing Finance Agency	111	9.01%	18.45%	
LSU System	Alexandria	95	8.42%	10.11%	9.09%
Health & Hospitals	Pharmacy, Board of	12	8.33%	0.00%	0.00%
Community Colleges	L.E. Fletcher Tech Community College	14	7.14%	0.00%	0.00%
Education	Special Education Center	170	7.06%	10.39%	7.89%
Agriculture	Department of Agriculture	781	7.04%	5.64%	9.50%
LSU/HSC/S	Shreveport	2874	7.03%	6.80%	8.03%
Community Colleges	Baton Rouge Community College	46	6.52%	22.00%	4.88%
Health & Hospitals	Jefferson Parish Health Services	188	5.85%	13.95%	0.00%
Health & Hospitals	Department of Health & Hospitals/OMF	1705	5.63%	8.57%	6.41%
Governor's Office	State Licensing Board for Contractors	60	5.00%	11.32%	14.55%
Health & Hospitals	Office of Aging and Adult Services	553	4.88%		

## 2007-2008 PPR Report in Descending Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Public Svc. Commission	Public Service Commission	82	4.88%	3.26%	9.47%
Education	School for the Deaf	144	4.86%	4.86%	4.24%
LSU/HCS D	W. O. Moss Regional Medical Center	350	4.86%	12.69%	6.90%
Treasury	School Employees Retirement	42	4.76%	0.00%	5.71%
Levees/Ports	<b>composite</b>	650	4.62%	7.55%	7.32%
Health & Hospitals	Mental Health, Office of	2860	4.27%	3.73%	8.54%
Economic Development	Department of Economic Development	71	4.23%	10.34%	12.28%
Governor's Office	Cosmetology, Board of	24	4.17%	4.17%	17.39%
Health & Hospitals	Public Health, Office of	1718	4.07%	5.15%	2.48%
Pub Safety & Corr/Pub Safety Srv	Department of Public Safety	1799	3.95%	2.47%	0.93%
Health & Hospitals	Citizens with Developmental Disabilities	3801	3.95%	5.30%	8.79%
Governor's Office	Office of Telecomm Management	105	3.81%		
LSU/HCS D	Lafayette - University Medical Center	902	3.66%	12.18%	11.92%
Governor's Office	Elderly Affairs	57	3.51%	1.89%	1.75%
Health & Hospitals	Office of Addictive Disorders	492	3.46%	1.84%	1.88%
Housing Authorities	<b>composite</b>	237	3.38%	4.67%	17.33%
Revenue	Department of Revenue	814	3.32%	4.15%	1.89%
Pub Safety & Corr/Youth Dev	<b>All facilities</b>	1032	3.10%	11.46%	16.46%
Southern Univ. System	Shreveport/Bossier	71	2.82%	21.31%	6.90%
Pub Safety & Corr/CorrSrv	Prison Enterprises - PE	75	2.67%	2.82%	1.43%
Education	Department of Education	573	2.44%	1.49%	0.69%
Governor's Office	Comm on Law Enforcement	41	2.44%	0.00%	0.00%
Environmental Quality	Department of Environmental Quality	927	2.27%	3.28%	3.72%
Governor's Office	Louisiana Property Assistance Agency	45	2.22%		
Governor's Office	Administrative Services	46	2.17%		
Insurance	Department of Insurance	239	2.09%	0.43%	4.92%

## 2007-2008 PPR Report in Descending Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
University System	Northwestern State	242	2.07%	2.21%	0.00%
Health & Hospitals	Mental Health - Florida Parishes Human	159	1.89%	1.39%	2.11%
Governor's Office	Division of Administration	653	1.84%	0.84%	0.60%
LSU/HCS	Bogalusa Medical Center (fmr. Wash-St. Tamm.)	449	1.78%	2.14%	0.49%
Social Services	Department of Social Services	5154	1.61%	2.59%	3.20%
Treasury	Teacher's Retirement System	191	1.57%	1.14%	0.49%
Wildlife & Fisheries	Department of Wildlife & Fisheries	754	1.33%	1.89%	1.63%
Educational TV Authority	LETA	76	1.32%	1.30%	18.67%
LSU System	University of New Orleans	247	1.21%	19.38%	17.02%
LSU/HCS	Lallie Kemp	349	1.15%	0.56%	0.55%
Pub Safety & Corr/CorrSrv	Elayn Hunt Correctional - EHCC	703	1.14%	1.25%	2.41%
University System	Louisiana Tech University	473	1.06%	0.43%	1.28%
Transportation & Development.	DOTD	4493	1.05%	0.76%	0.97%
LSU/HSC/S	E. A. Conway	778	0.90%	1.59%	0.12%
Governor's Office	Office of Financial Institutions	112	0.89%	5.79%	0.00%
Treasury	State Employees Retirement System (LASERS)	123	0.81%	1.54%	2.21%
Governor's Office	Office of Risk Management	126	0.79%		
Pub Safety & Corr/CorrSrv	Dixon Correctional - DCI	527	0.76%	0.39%	0.94%
Health & Hospitals	Capitol Area Human Services	267	0.75%	0.49%	0.00%
Pub Safety & Corr/CorrSrv	LA Correctional Inst for Women - LCIW	276	0.72%	7.58%	0.36%
University System	McNeese State University	279	0.72%	3.68%	2.57%
Culture, Rec & Tourism	Dept of Culture, Recreation & Tourism	708	0.71%	2.78%	0.00%
Pub Safety & Corr/CorrSrv	DWCC/SHRC/FWCC	784	0.64%	1.53%	1.46%
LSU/HCS	L. J. Chabert	808	0.62%	0.76%	0.38%
Pub Safety & Corr/CorrSrv	Probation & Parole - P & P	815	0.61%	0.53%	0.52%
Pub Safety & Corr/CorrSrv	Dabadie - JLDCC	164	0.61%	0.00%	0.00%

## 2007-2008 PPR Report in Descending Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
University System	University of LA-Monroe	376	0.53%	1.87%	1.08%
University System	Southeastern LA University	478	0.42%	0.22%	0.00%
University System	University of LA-Lafayette	769	0.39%	0.27%	0.28%
LSU/HSC/S	H. P. Long	517	0.39%	0.55%	0.19%
University System	Nicholls State University	264	0.38%	0.36%	0.37%
Pub Safety & Corr/CorrSrv	Avoyelles - AVC	379	0.26%	0.00%	0.59%
State	Department of State	390	0.26%	3.72%	5.19%
Natural Resources	Department of Natural Resources	502	0.20%	0.00%	0.00%
Governor's Office	Department of Veterans Affairs	677	0.15%	0.00%	0.22%
Pub Safety & Corr/CorrSrv	LA State Penitentiary - LSP	1619	0.06%	0.13%	0.12%
LSU System	Administration	2	0.00%		0.00%
Governor's Office	Architectural Examiners	2	0.00%		
Governor's Office	BESE	7	0.00%	0.00%	0.00%
Labor	Board of Barber Examiners	4	0.00%		0.00%
Governor's Office	Board of Regents	15	0.00%	6.67%	0.00%
Community Colleges	Bossier Parish Community College	99	0.00%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	Corrections Services	135	0.00%	0.00%	2.24%
Economic Development	CPA Board	5	0.00%	0.00%	0.00%
Health & Hospitals	Dentistry, Board of	4	0.00%	0.00%	0.00%
Civil Service	Department of Civil Service	93	0.00%	4.30%	1.19%
Treasury	Department of Treasury	51	0.00%	0.00%	6.25%
Civil Service	Division of Administrative Law	26	0.00%	11.54%	7.69%
Health & Hospitals	Embalmers, Board of	2	0.00%	0.00%	0.00%
Civil Service	Ethics	21	0.00%	15.00%	5.00%
LSU System	Eunice	66	0.00%	0.00%	0.00%
Governor's Office	Federal Property Assistance Agency	13	0.00%		

## 2007-2008 PPR Report in Descending Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
LSU/HCSO	Health Care Services Division	131	0.00%	0.00%	0.00%
LSU System	Hebert Law Center	15	0.00%	0.00%	0.00%
Community Colleges	LA Delta Community College	6	0.00%		0.00%
Student Financial Assistance, LA	LOSFA	130	0.00%	1.71%	0.00%
Civil Service	Municipal Fire and Police	18	0.00%	0.00%	0.00%
Southern University System	New Orleans	81	0.00%	0.00%	93.33%
N O Ctr for Creative Arts/Riverfront	NOCCA	8	0.00%	0.00%	0.00%
Community Colleges	Nunez Community College	29	0.00%	0.00%	25.00%
Governor's Office	Office of Aircraft Services	3	0.00%		
Governor's Office	Patient's Compensation Fund	40	0.00%	0.00%	2.50%
LSU System	Pennington Biomedical	66	0.00%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	Phelps Correctional Center - PCC	309	0.00%	0.00%	0.00%
Health & Hospitals	Practical Nurse Examiners, Board of	13	0.00%		0.00%
Pub Safety & Corr/Pub Safety Srv	Private Investigator Board	10	0.00%		
Governor's Office	Racing Commission	18	0.00%	0.00%	0.00%
Pub Safety & Corr/CorrSrv	Rayburn Correctional Institute - RCI (Formerly Washington CI)	352	0.00%	0.00%	0.00%
Governor's Office	Real Estate Commission	25	0.00%	0.00%	0.00%
Transportation & Development	Sabine River Authority	44	0.00%		
Education	School for Math, Science & Arts	13	0.00%	0.00%	0.00%
Education	School for the Visually Impaired	47	0.00%	0.00%	5.88%
LSU System	Shreveport	110	0.00%	0.00%	1.82%
Community Colleges	South LA Community College	4	0.00%		
Community Colleges	Sowela Tech Community College	26	0.00%	3.57%	0.00%
Governor's Office	State Employees Group Benefits	321	0.00%	0.00%	0.00%
Governor's Office	Used Vehicle Commission	21	0.00%	0.00%	0.00%

## 2007-2008 PPR Report in Descending Order

Agency	Agency	Calculated No. of Ratings 07-08	Un-Rated Rate for 07-08	Un-Rated Rate for 06-07	Un-Rated Rate for 05-06
Governor's Office	Women's Policy	3	0.00%	0.00%	33.33%
LSU System	Agriculture Center	Reported Late	XXXXXXXX	6.96%	3.33%
LSU System	Baton Rouge	Reported Late	XXXXXXXX	11.21%	8.54%
Labor	Board of Plumbing				0.00%
Pub Safety & Corr/Youth Dev	Bridge City				
Culture, Rec & Tourism	Council on Dvlpmt of French in LA (CODOFIL)			0.00%	0.00%
Treasury	Firefighters Retirement System				
Pub Safety & Corr/Youth Dev	Jetson				
Pub Safety & Corr/Youth Dev	Juvenile Probation and Parole				
Health & Hospitals	Metropolitan Human Service District			50.39%	
Governor's Office	Military			0.00%	
Economic Development	Motor Vehicle Commission				0.00%
Culture, Rec & Tourism	New Orleans City Park				63.64%
Health & Hospitals	Nursing, Board of	Reported Late	XXXXXXXXXX	21.43%	69.23%
Health & Hospitals	RadiolTech Board				
Community Colleges	River Parishes Comm College			0.00%	
Education	Special School District One				5.00%
Treasury	State Police Retirement System				
Pub Safety & Corr/Youth Dev	Swanson-Madison				
Pub Safety & Corr/Youth Dev	Swanson-Monroe				
	<b>Total Ratings Reported</b>	<b>57275</b>			

## PPR Ratings for Last Three Fiscal Years Including Involuntary and Probational Separations

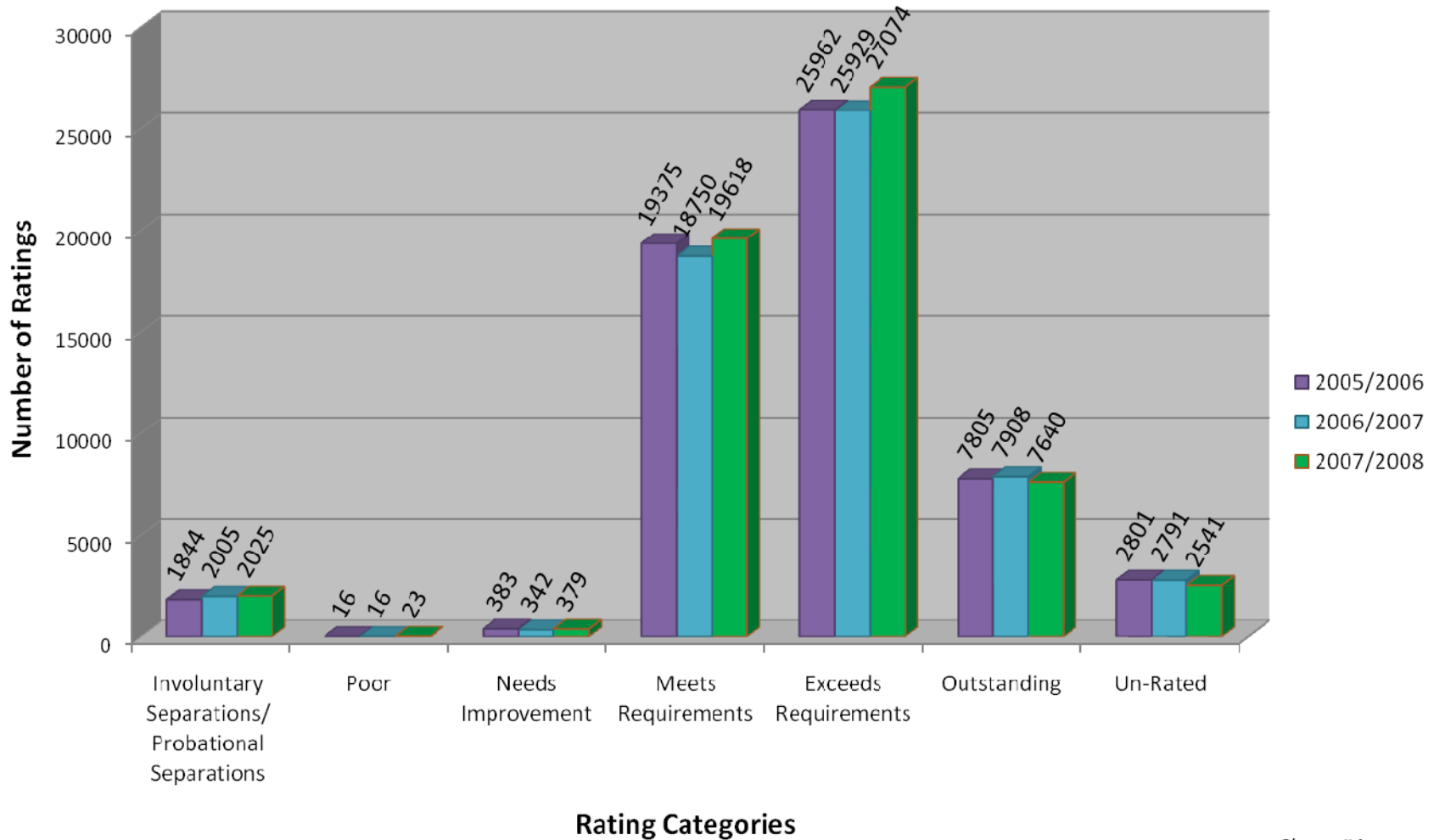
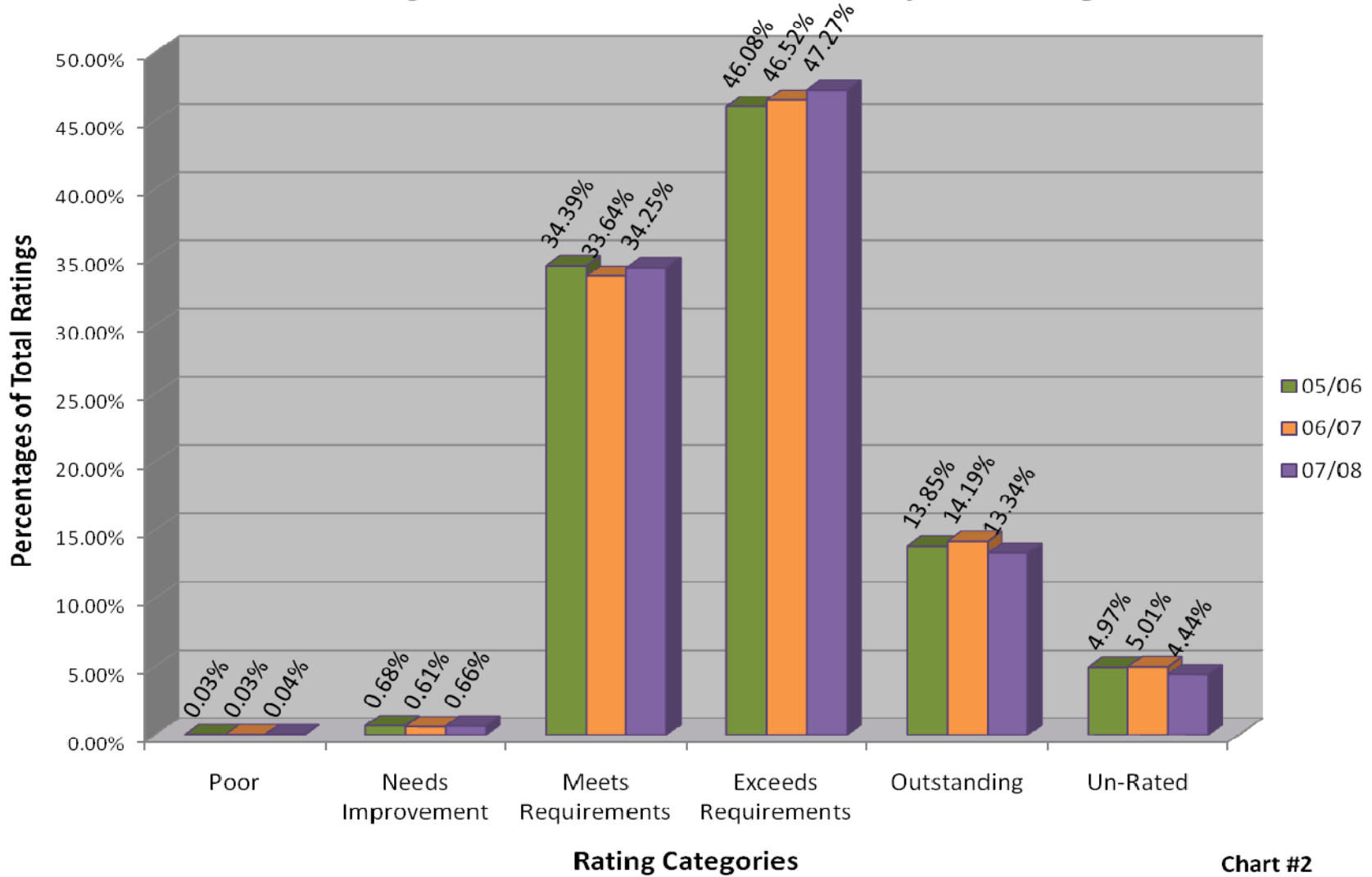


Chart #1

## PPR Ratings for Last Three Fiscal Years by Percentages



## Meets Requirements VS Less Than Meets Requirements Including Involuntary and Probational Separations

