

Outstanding

The employee performed consistently and significantly well beyond the qualifications for his or her group and level. **A model of excellence and effectiveness.**

Indicators of outstanding performance would include:

- achievements constituted an important breakthrough in advancing the work of the unit and the interests of the Department
- objectives are almost always met ahead of schedule
- quantity and quality of work is extraordinary and easily surpasses that of peers
- systematically identifies organizational needs and devises innovative solutions to significant problems
- utilizes human and financial resources in an exemplary manner