



Consumer Financial
Protection Bureau

1700 G Street, N.W., Washington, DC 20552

January 14, 2014

FROM Dennis Slagter, Chief Human Capital Officer, CFPB

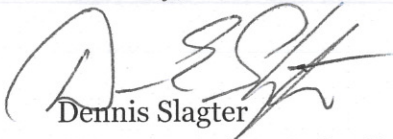
TO Mr. Robert Cauldwell, National Treasury Employees Union Chapter 335
President

SUBJECT NTEU Information Request for 2013 Performance Data dated 11/22/13

Dear Mr. Cauldwell,

Thank you for your information request dated November 22, 2013. In accordance with 5 U.S.C. 7114, please see the attached response regarding the FY13 performance ratings. Given this is our second year of performance management and our first year in partnership with the NTEU, we invite you to join us in a working group and open discussion regarding these ratings. Please feel free to contact me with any questions or regarding next steps together.

Sincerely,



Dennis Slagter
Chief Human Capital Officer



CFPB FY13 Summary Ratings by Bargaining Unit Status/Dues Paid

Bargaining Unit Status/Dues Paid	1	2	3	4	5	Grand Total
Bargaining Unit						
Union Dues Paid: Yes						
Count of Ratings	N/A**	7	132	171	27	337
% of Total	N/A**	2.1%	39.2%	50.7%	8.0%	100.0%
Union Dues Paid: No						
Count of Ratings	N/A**	6	151	273	106	536
% of Total	N/A**	1.1%	28.2%	50.9%	19.8%	100.0%
Bargaining Unit Count of Ratings	N/A**	13	283	444	133	873
Bargaining Unit % of Total	N/A**	1.5%	32.4%	50.9%	15.2%	100.0%
Non-Bargaining Unit						
Union Dues Paid: Yes*						
Count of Ratings	N/A**	N/A**	N/A**	N/A**	N/A**	N/A**
% of Total	N/A**	N/A**	N/A**	N/A**	N/A**	N/A**
Union Dues Paid: No						
Count of Ratings	N/A**	N/A**	56	180	72	308
% of Total	N/A**	N/A**	18.2%	58.4%	23.4%	100.0%
Non-Bargaining Unit Count of Ratings	N/A**	N/A**	56	180	72	308
Non-Bargaining Unit % of Total	N/A**	N/A**	18.2%	58.4%	23.4%	100.0%
Total Count of Ratings	N/A**	13	339	624	205	1,181
Total % of Total	N/A**	1.1%	28.7%	52.8%	17.4%	100.0%

*Note: reflects individuals that transferred into NBU positions after dues deduction.

**Note: values less than 5 have been coded as N/A in breakouts for confidentiality purposes; totals and percentages have been adjusted accordingly.



CFPB FY13 Summary Ratings by Race/National Origin

Race/National Origin	1	2	3	4	5	Grand Total
Non-Hispanic						
Caucasian/White						
Count of Ratings	N/A*	8	190	419	161	778
% of Total	N/A*	1.0%	24.4%	53.9%	20.7%	100.0%
African American/Black						
Count of Ratings	N/A*	N/A*	81	90	20	191
% of Total	N/A*	N/A*	42.4%	47.1%	10.5%	100.0%
Asian American						
Count of Ratings	N/A*	N/A*	38	55	17	110
% of Total	N/A*	N/A*	34.5%	50.0%	15.5%	100.0%
Other Race						
Count of Ratings	N/A*	N/A*	N/A*	N/A*	N/A*	N/A*
% of Total	N/A*	N/A*	N/A*	N/A*	N/A*	N/A*
Two or More Races						
Count of Ratings	N/A*	N/A*	6	22	N/A*	28
% of Total	N/A*	N/A*	21.4%	78.6%	N/A*	100.0%
Non-Hispanic Count of Ratings	N/A*	8	315	586	198	1,107
Non-Hispanic % of Total	N/A*	0.7%	28.5%	52.9%	17.9%	100.0%
Hispanic						
Count of Ratings	N/A*	N/A*	23	37	6	66
% of Total	N/A*	N/A*	34.8%	56.1%	9.1%	100.0%
Total Count of Ratings	N/A*	8	338	623	204	1,173
Total % of Total	N/A*	0.7%	28.8%	53.1%	17.4%	100.0%

*Note: values less than 5 have been coded as N/A in breakouts for confidentiality purposes; totals and percentages have been adjusted accordingly.



CFPB FY13 Summary Ratings by Gender

Gender	1	2	3	4	5	Grand Total
Male						
Count of Ratings	N/A*	N/A*	199	323	102	624
% of Total	N/A*	N/A*	31.9%	51.8%	16.3%	100.0%
Female						
Count of Ratings	N/A*	10	141	302	104	557
% of Total	N/A*	1.8%	25.3%	54.2%	18.7%	100.0%
Total Count of Ratings	N/A*	10	340	625	206	1,181
Total % of Total	N/A*	0.8%	28.8%	52.9%	17.4%	100.0%

*Note: values less than 5 have been coded as N/A in breakouts for confidentiality purposes; totals and percentages have been adjusted accordingly.