

DoD Senior Level and Scientific & Professional Pay-for-Performance Appraisals 2005-2008



***By
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Civilian Personnel Policy***

DoD-Wide Data





Summary of Key Points

- ❑ The distribution of the performance ratings for the senior professionals have been remained fairly consistent over the past four years.
- ❑ Level 3 ratings remained at 15% across DoD; Level 4 ratings increased by 3%; and Level 5 decreased by 2%
- ❑ Significant changes within DoD in rating levels
 - Army showed significant progress in making meaningful distinctions in performance with an increase in their level 3 ratings from 6% in FY07 to 13% in FY08
 - Air Force and Navy has been consistent in making meaningful distinctions over the past four years.
 - OSD had 0% level 3 ratings

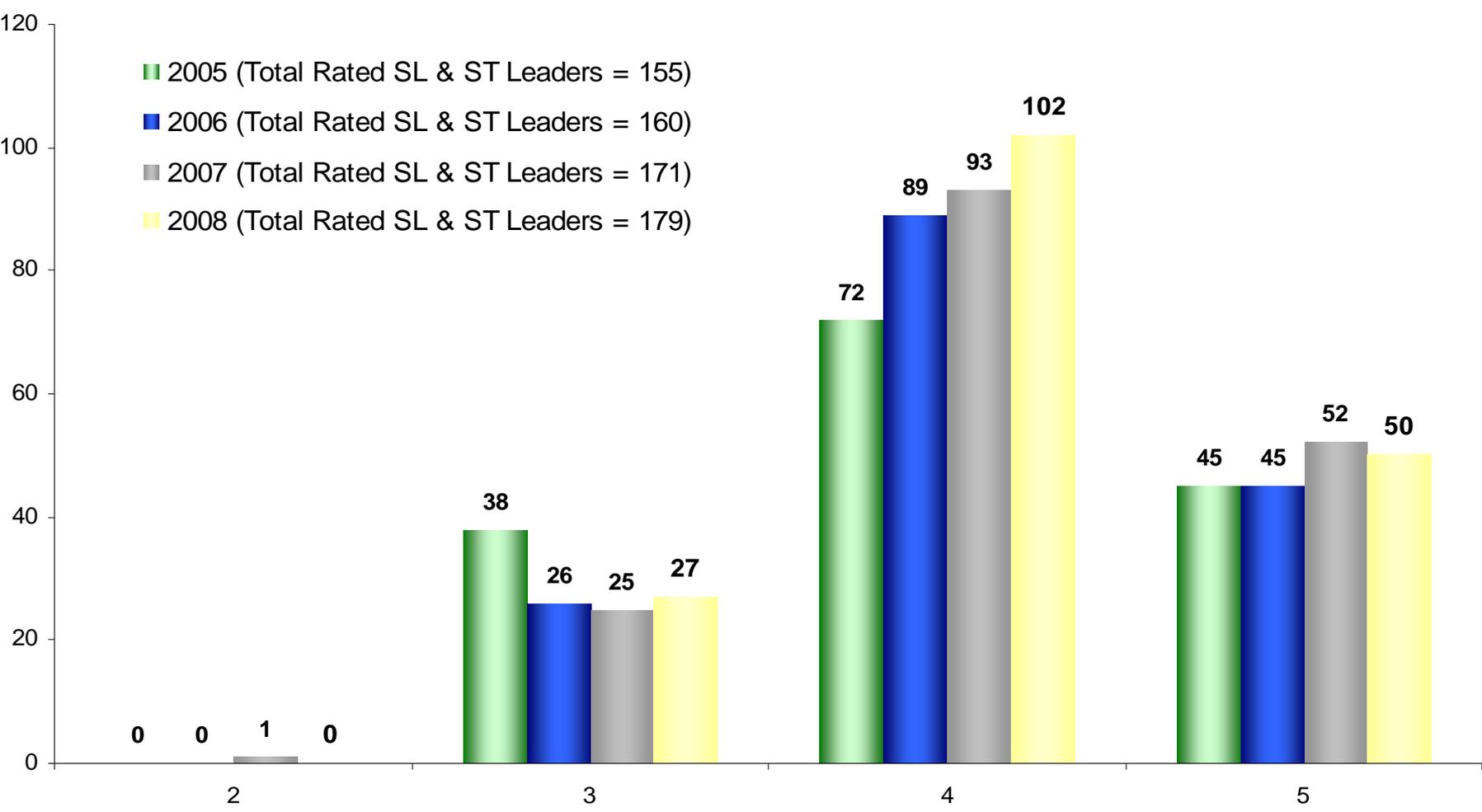


DoD SL/ST Performance Appraisals

Results at a Glance	2005	2006	2007	2008	
Total Number of SL/ST	147	151	155	185	
Total Number of SL/ST Rated				179	
Total Salaries of SL/ST	\$19,223,969	\$20,082,052	\$20,775,376	\$25,146,818	
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	N/A	10%	12%	Army	11.0%
				Navy	13.0%
				AF	11.0%
				OSD	11.0%
				MDA	11.0%
				OUSDI	12.8%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	N/A	\$2,008,205	\$2,493,045	\$2,932,105	
Total Performance (Basic) Pay Increase Payouts	\$490,343	\$340,942	\$629,738	\$621,460	
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	*	*	\$3,951	\$3,472	
Total Performance Bonus Payouts	\$1,391,370	\$1,404,342	\$1,409,743	\$2,049,837	
Avg. Performance Bonus Payout (Rated SL/ST)	*	*	\$10,274	\$11,452	
Unspent Pay Pool	N/A	\$262,921	\$453,564	\$260,808	
Unspent Pay Pool (as % of Total Salaries)	N/A	1.31%	2.18%	1.04%	
Total Performance Pay Increase Payouts (as % of Total Salaries)	2.55%	1.70%	3.03%	2.47%	
Total Performance Bonus (as % of Total Salaries)	7.24%	7.24%	6.79%	8.15%	



DoD-Wide Stratification 2005-2008 Comparison

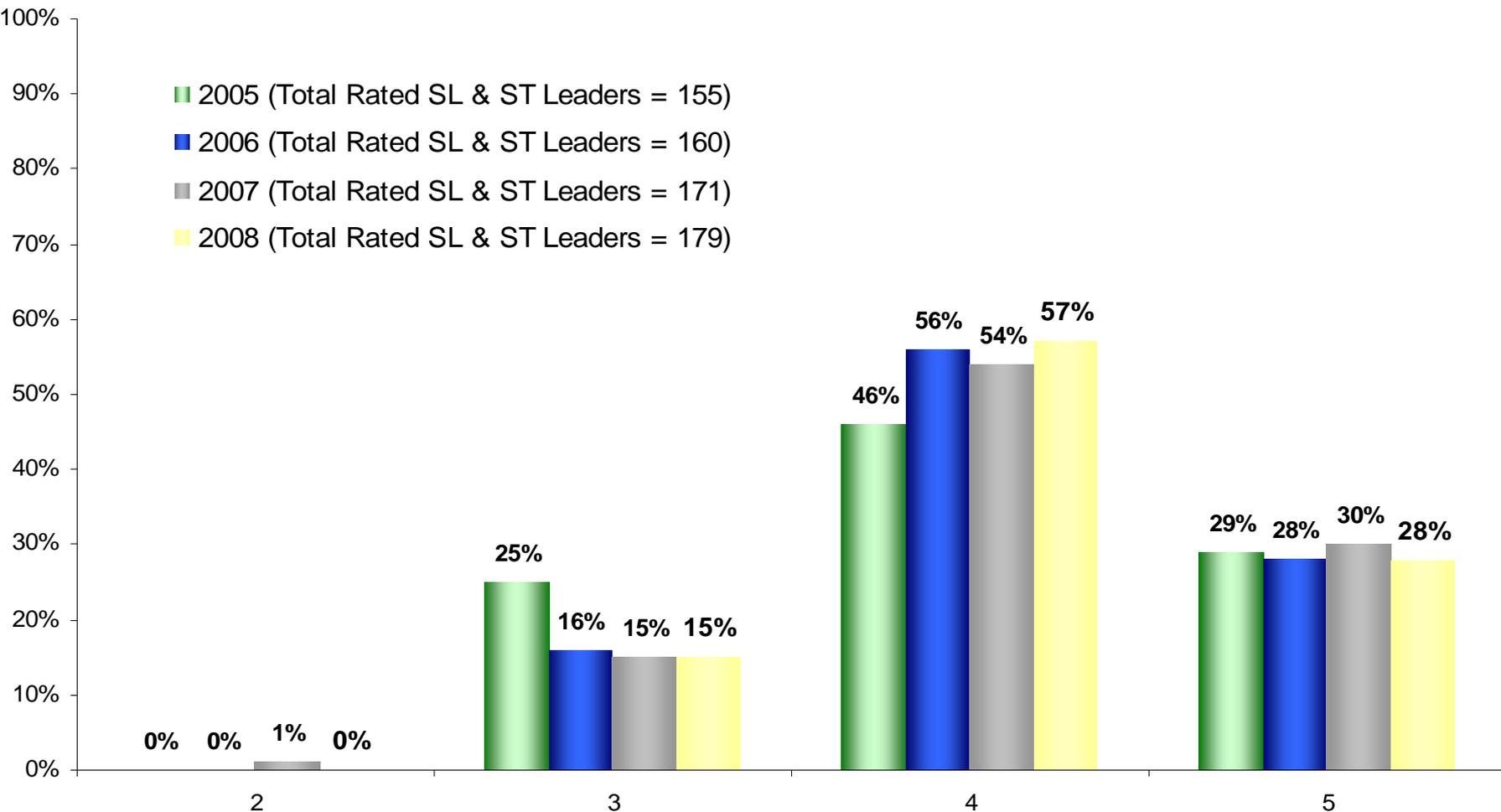


MDA not included in FY05 and FY07

Data include: Army, Air Force, Navy, OSD, OUSD(I), and MDA.



DoD-Wide Stratification 2005-2008 Comparison

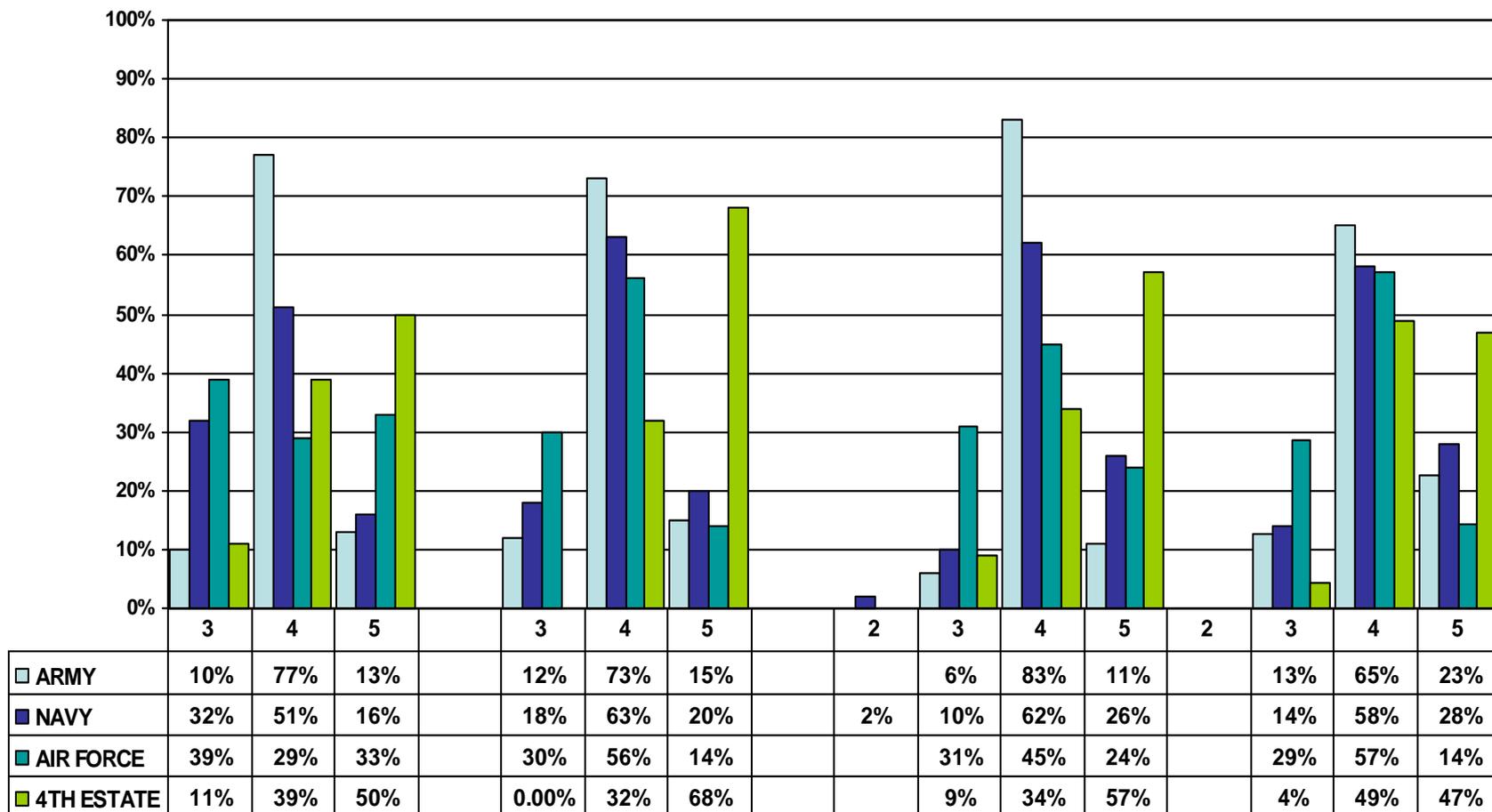


MDA not included in FY05 and FY07

Data include: Army, Air Force, Navy, OSD, OUSD(I), and MDA.



DoD-Wide Stratification 2005-2008 Comparison



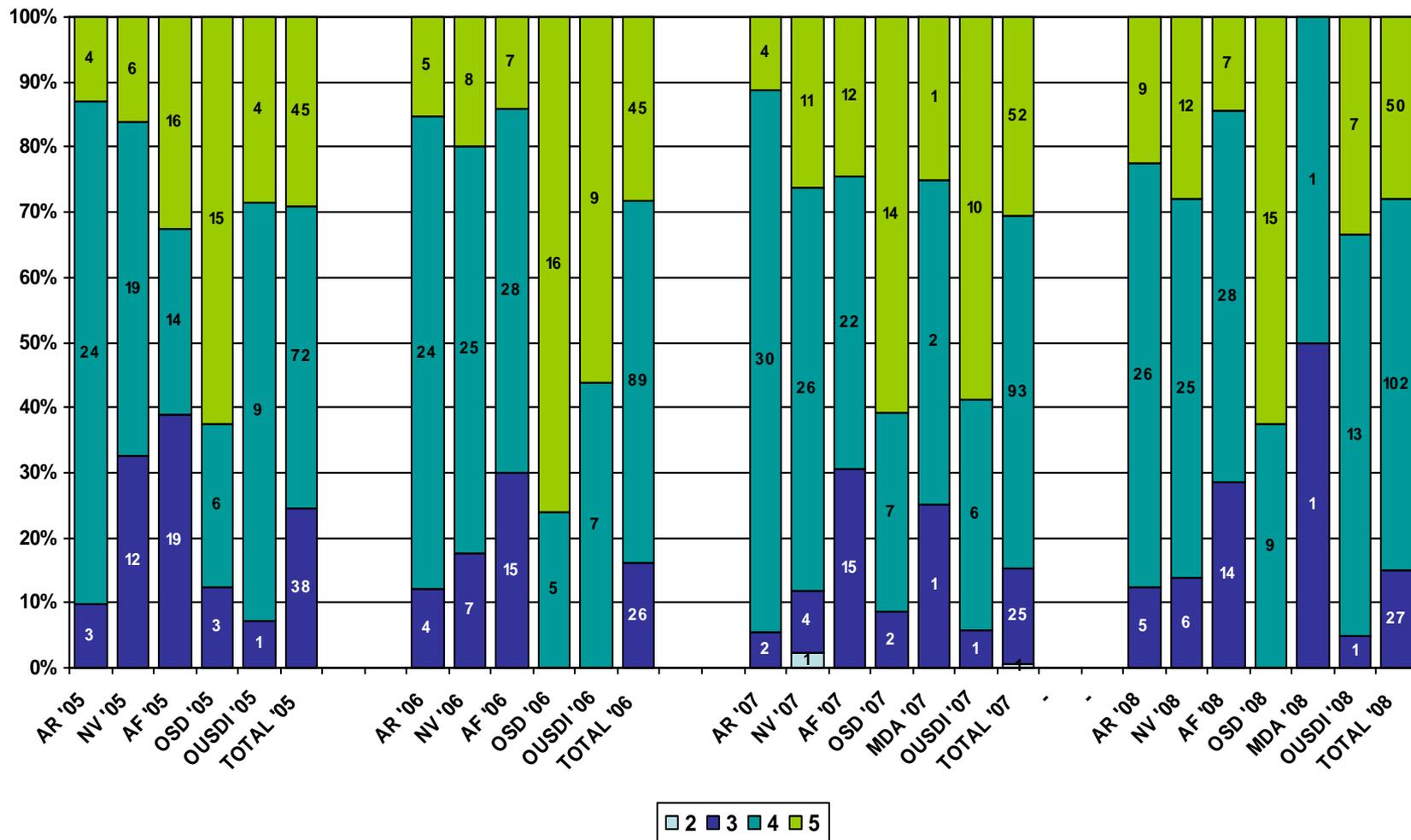
ARMY NAVY AIR FORCE 4TH ESTATE

MDA not included in FY05 and FY07

Data include: Army, Air Force, Navy, OSD, OUSD(I), and MDA.



DoD-Wide Stratification 2005-2008 Comparison

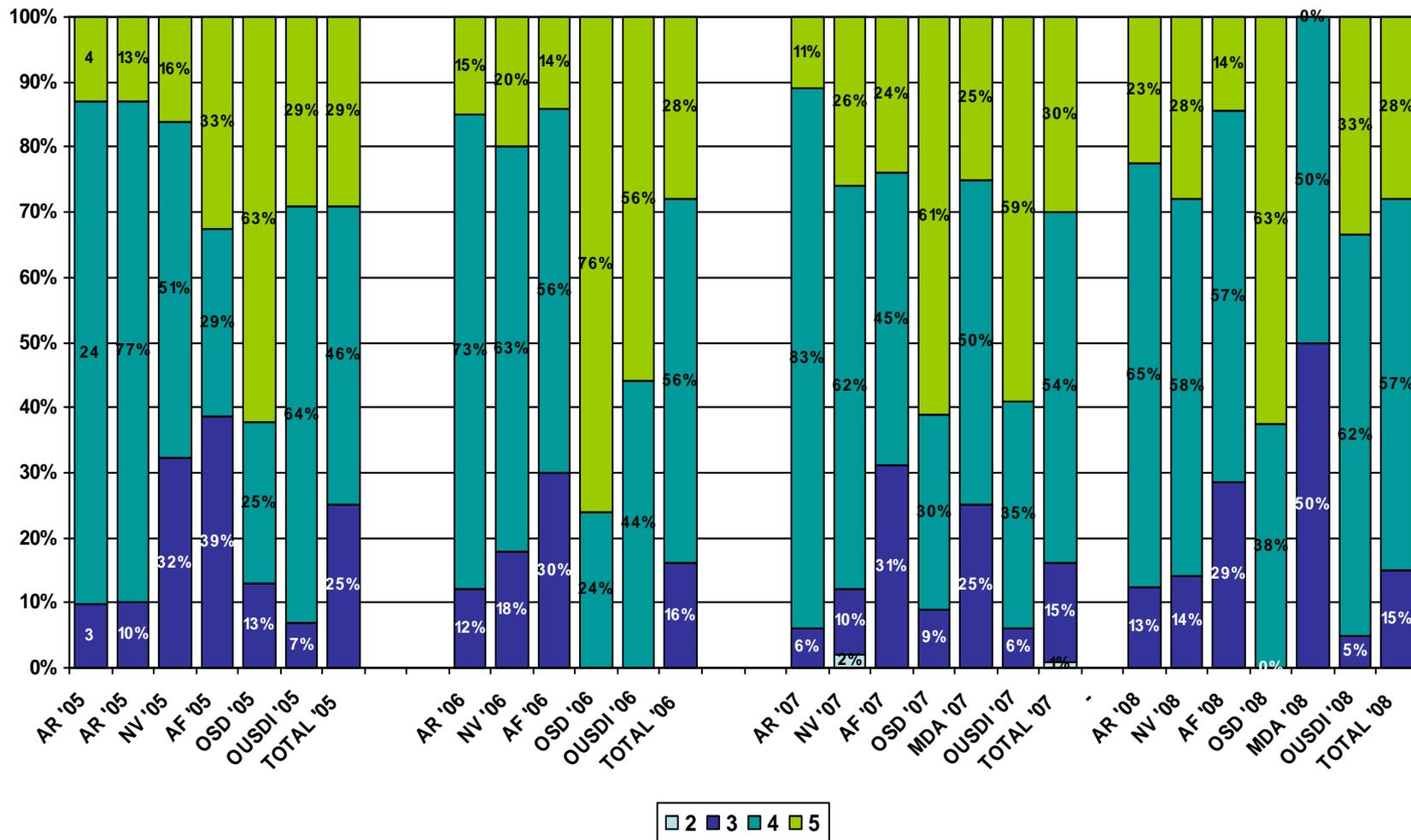


MDA not included in FY05 and FY07

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DoD-Wide Stratification 2005-2008 Comparison



MDA not included in FY05 and FY07

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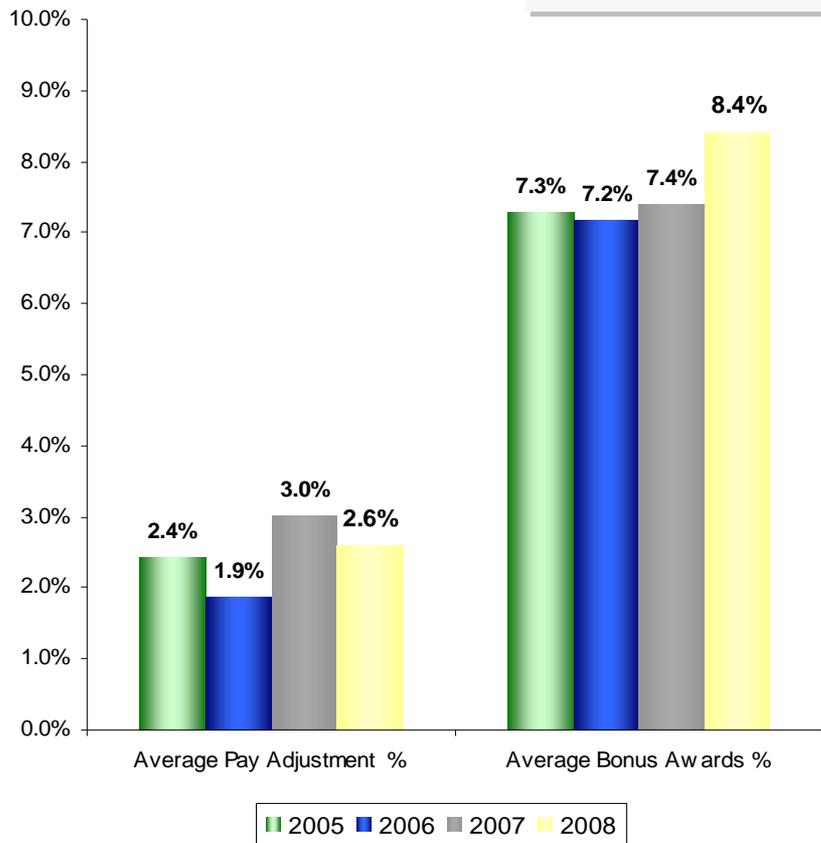
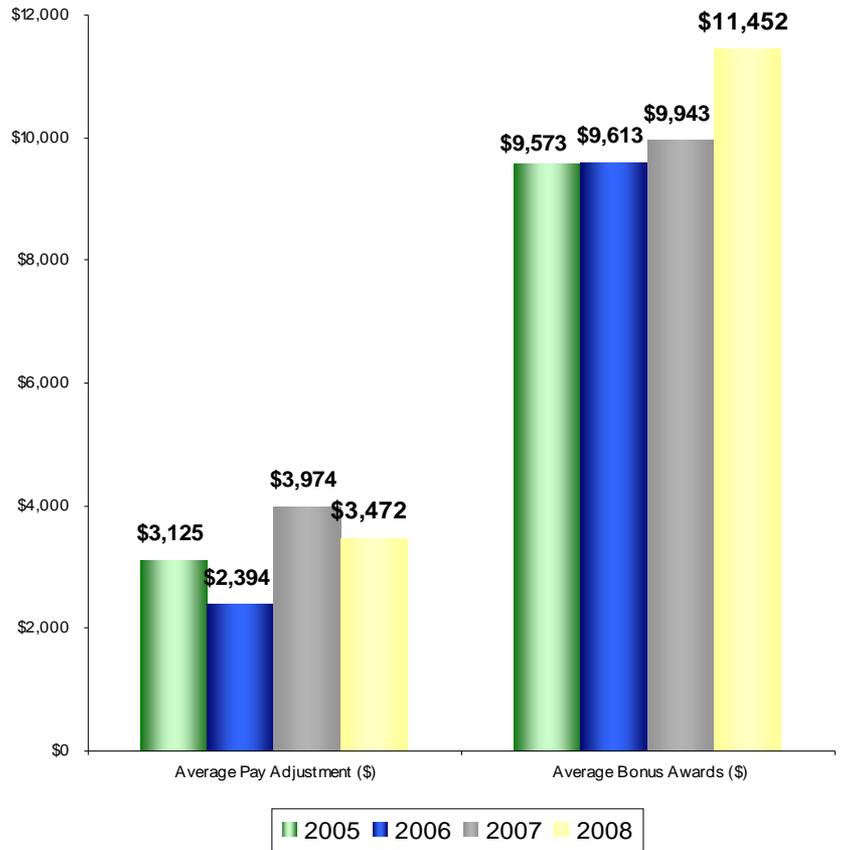


SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

DoD-Wide

**2008
Pay Pool Value:
\$2,932,105**

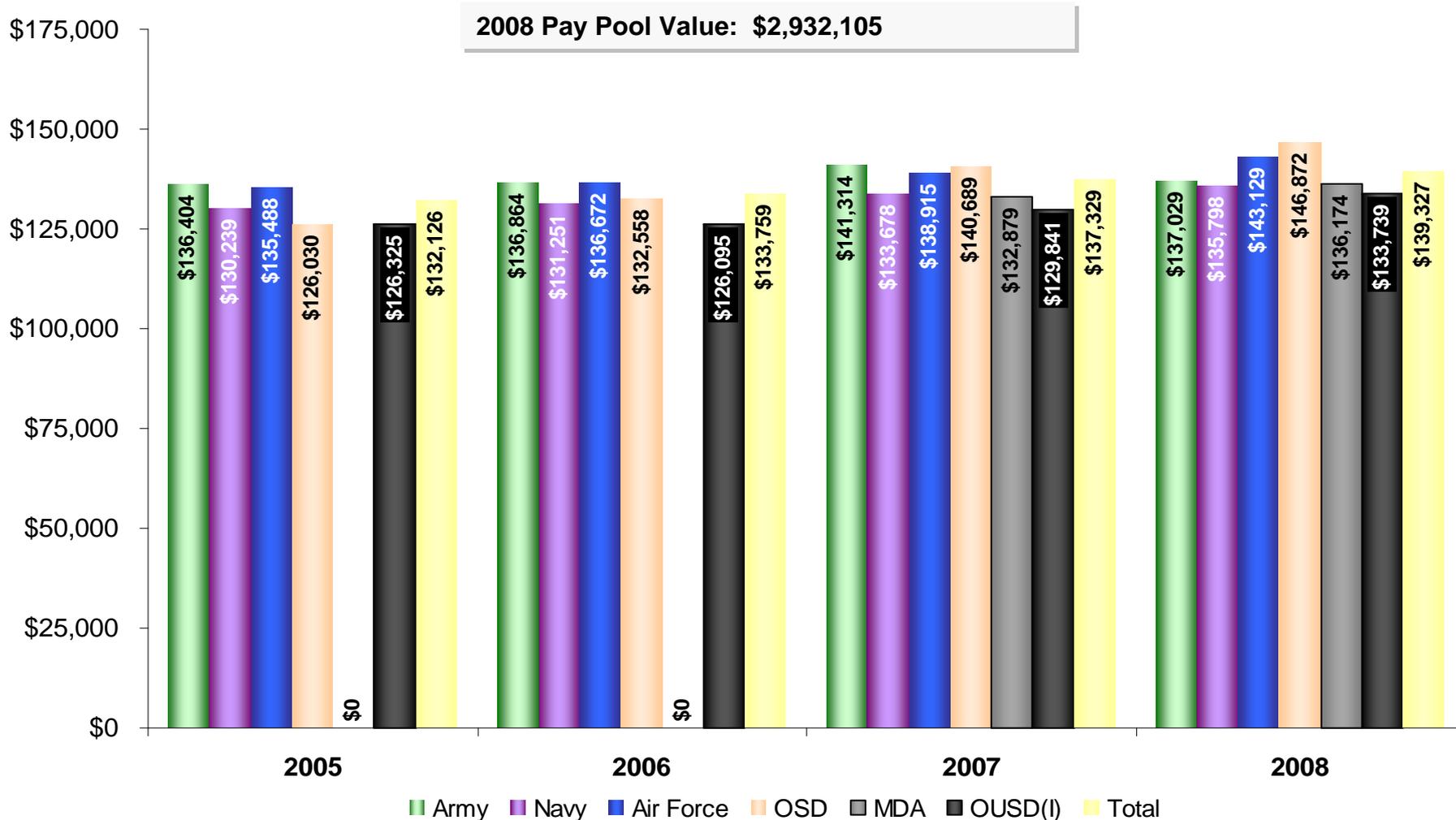


MDA not included in FY05 and FY07

Data include: Army, Air Force, Navy, OSD, OUSD(I), and MDA.



SL & ST Average Basic Pay 2005-2008 DoD-Wide

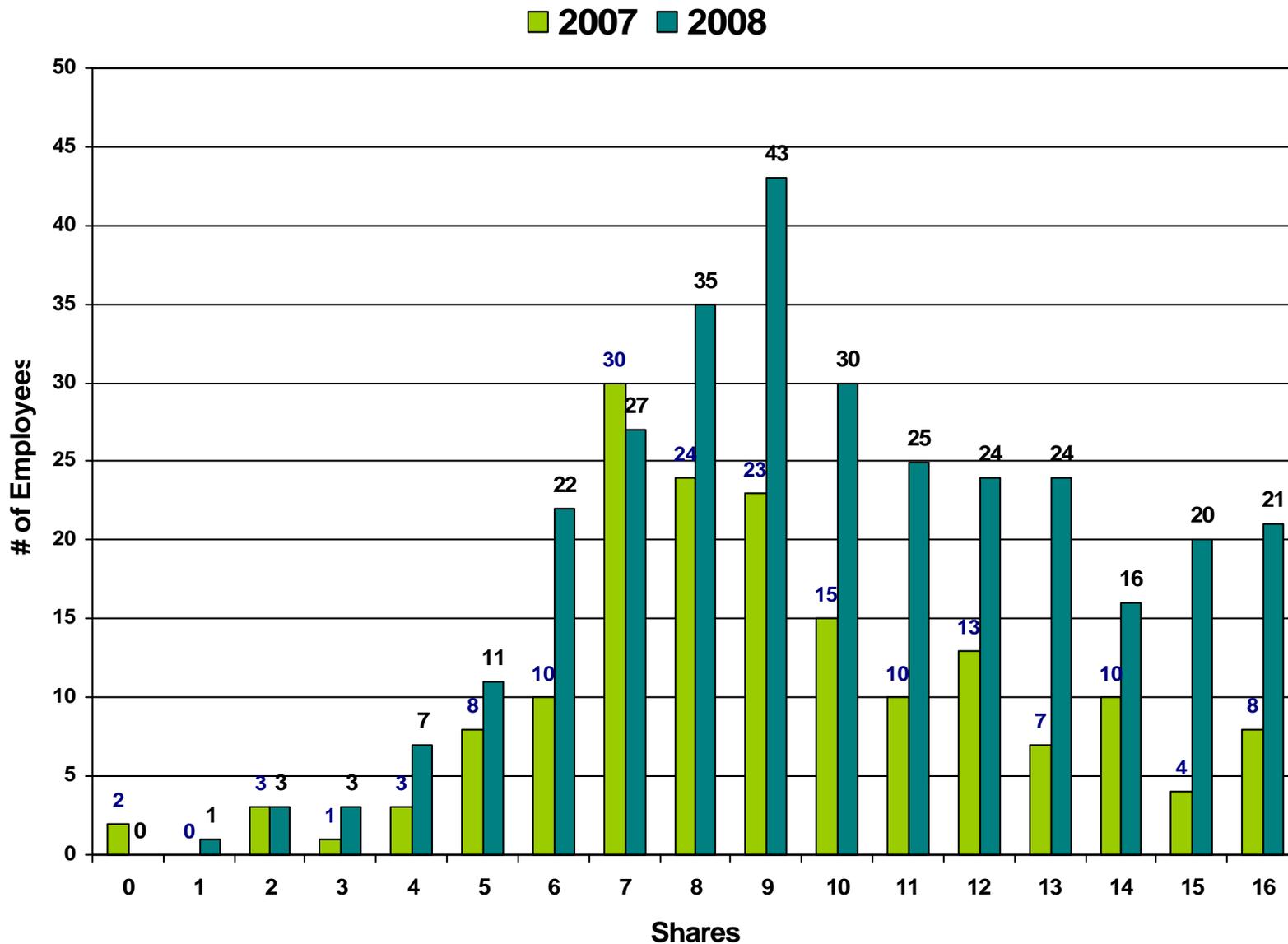


MDA not included in FY05 and FY07



Distribution of Shares SL/ST Ratings 2007-2008

DoD-Wide



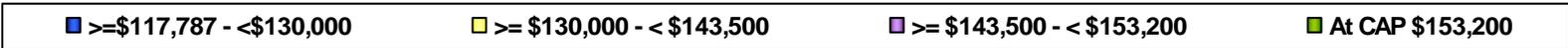
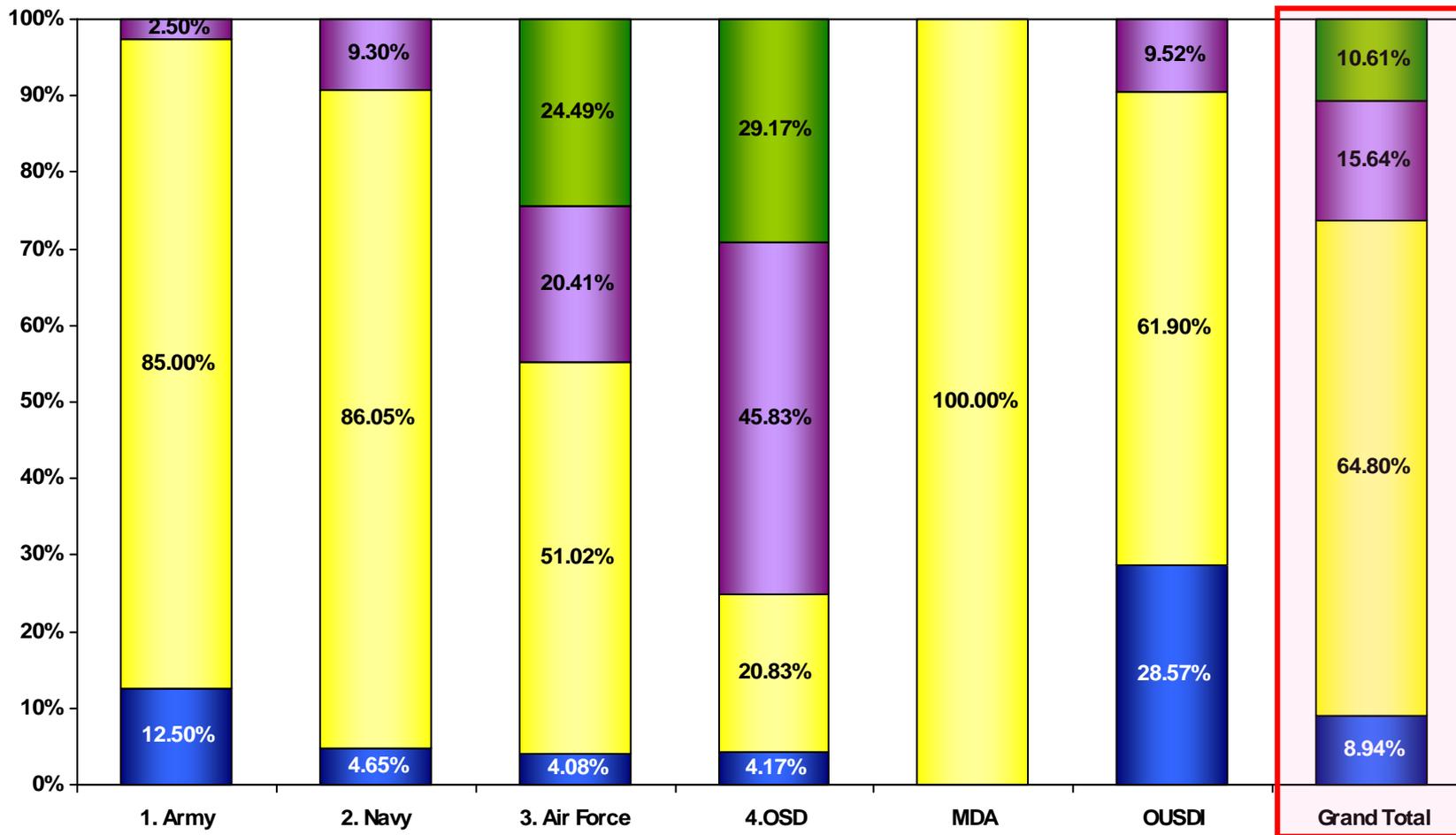
DoD-Wide Data BACK-UP SLIDES





SL & ST New Basic Pay 2008 DoD-Wide

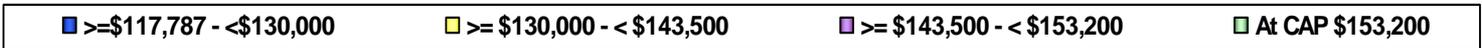
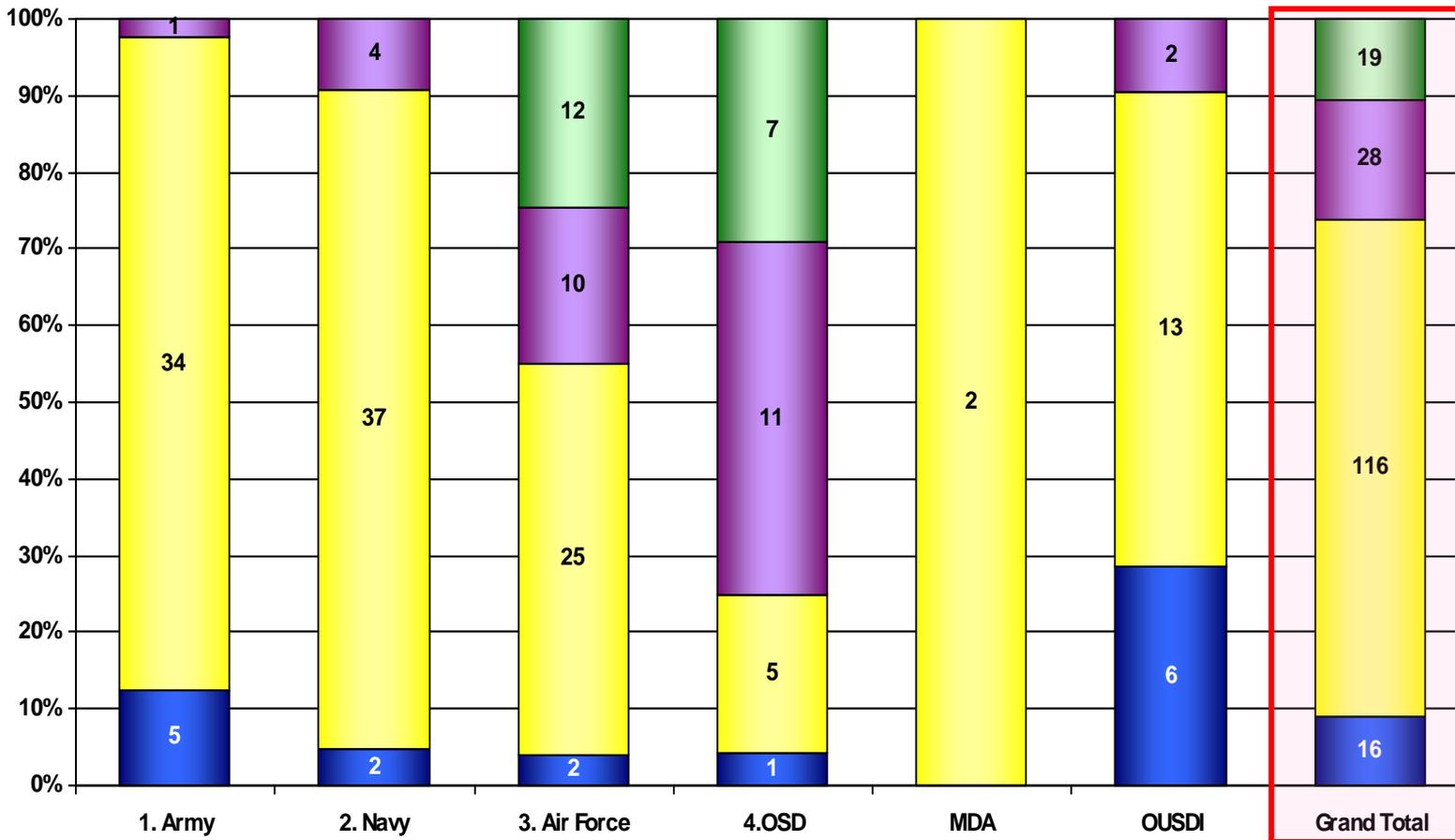
179 Rated Employees





SL & ST New Basic Pay 2008 DoD-Wide

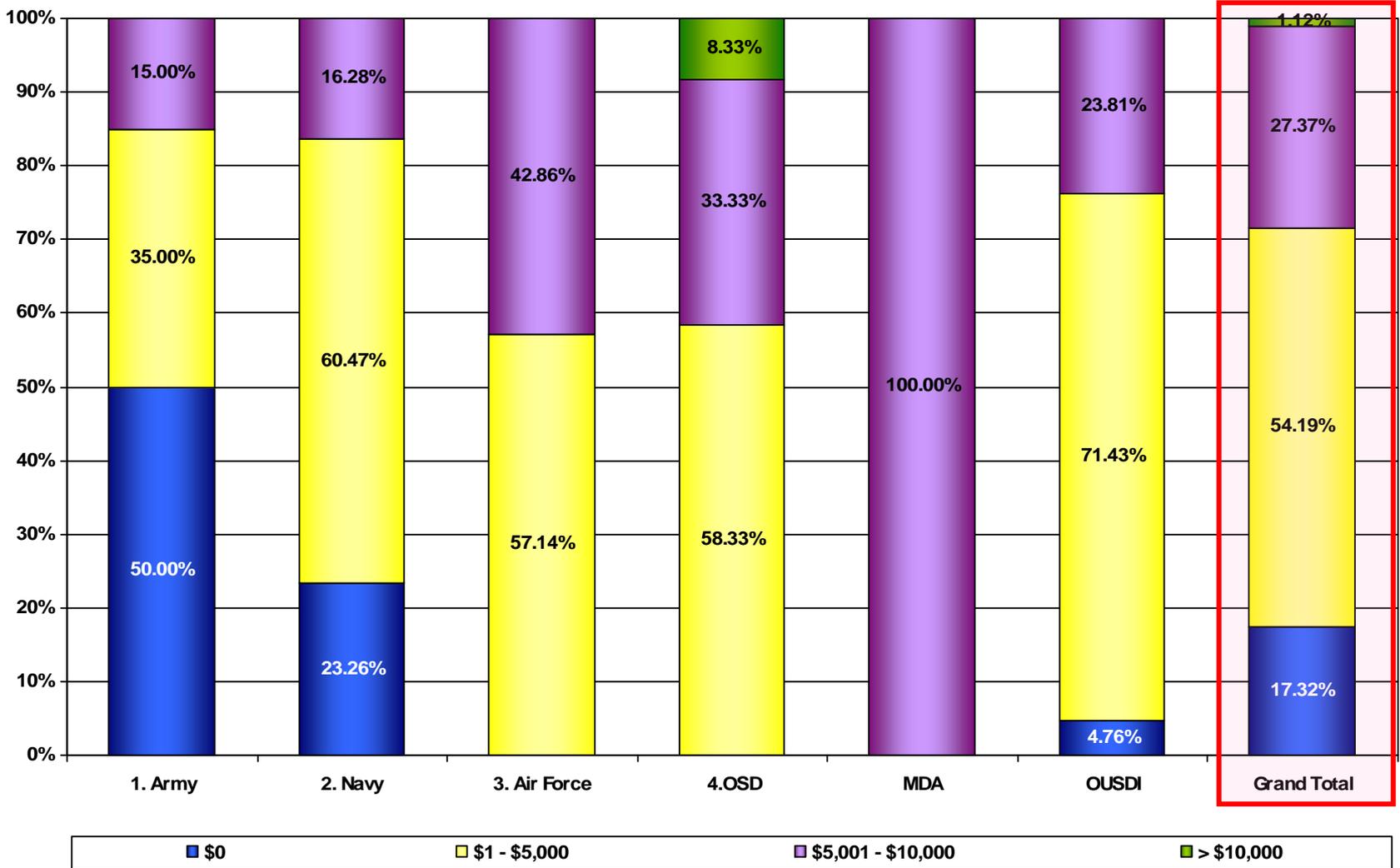
179 Rated Employees





SL & ST Performance Pay Adjustments 2008 DoD-Wide

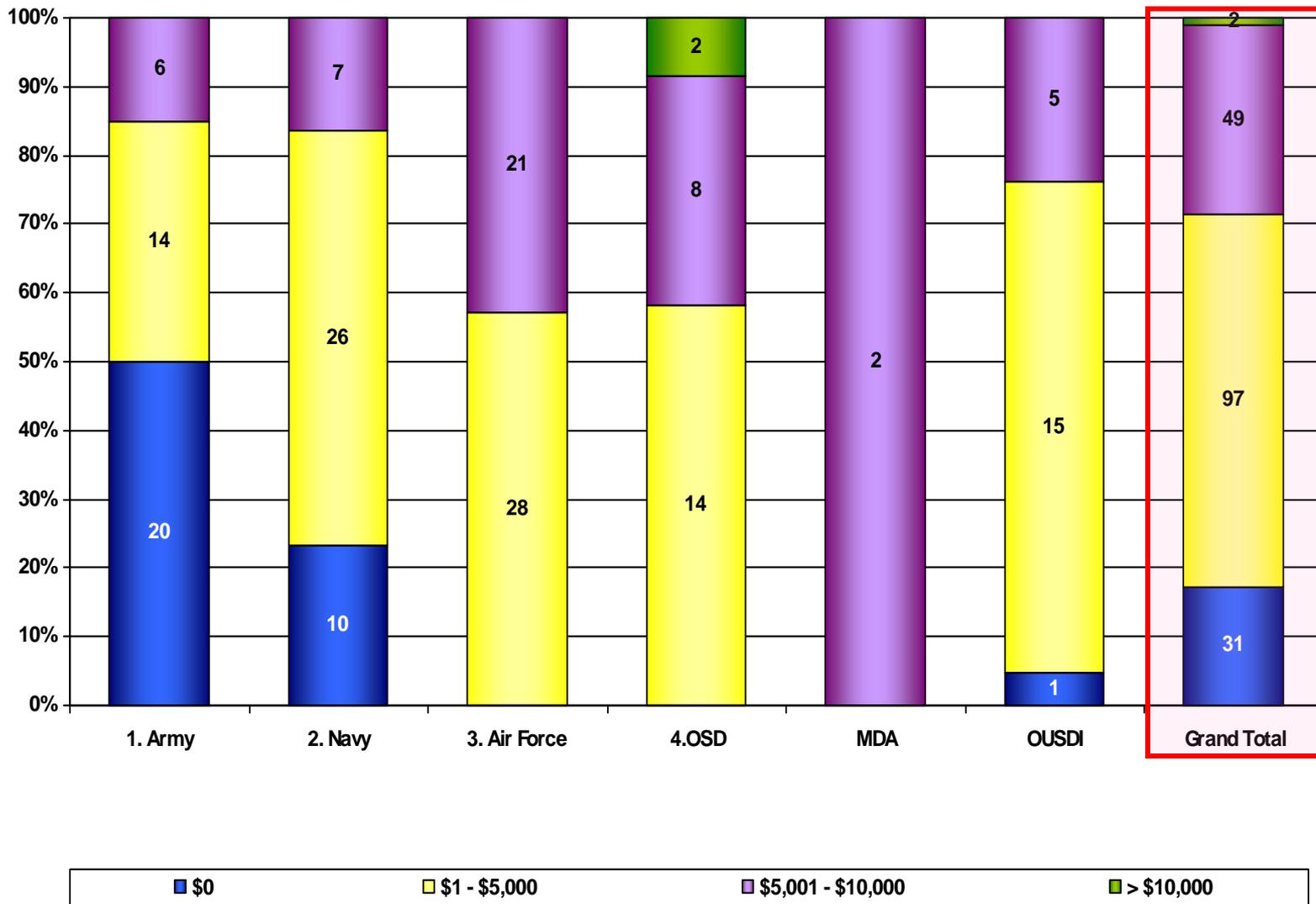
179 Rated Employees





SL & ST Performance Pay Adjustments 2008 DoD-Wide

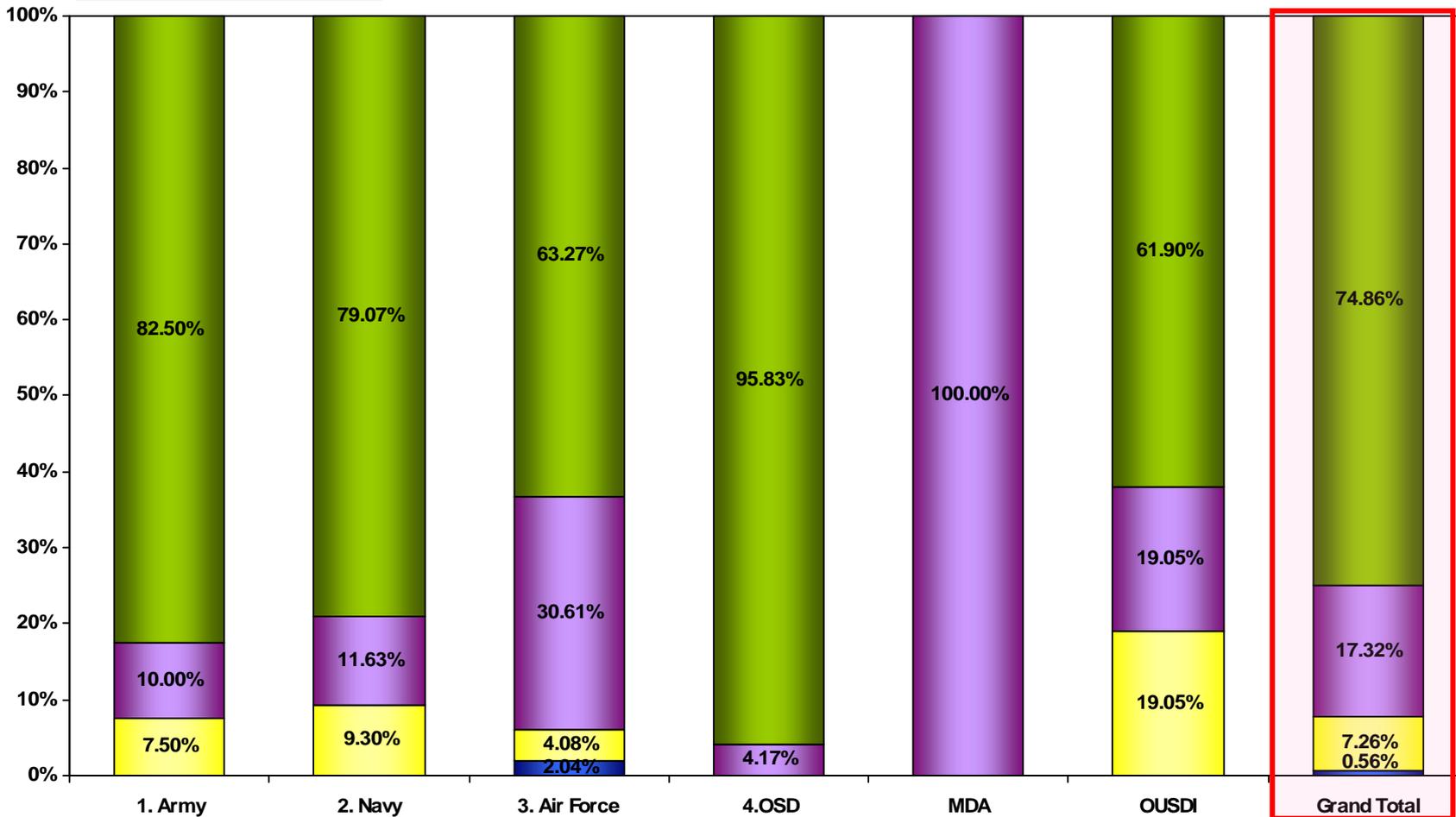
179 Rated Employees





SL & ST New Adjusted Basic Pay 2008 DoD-Wide

179 Rated Employees

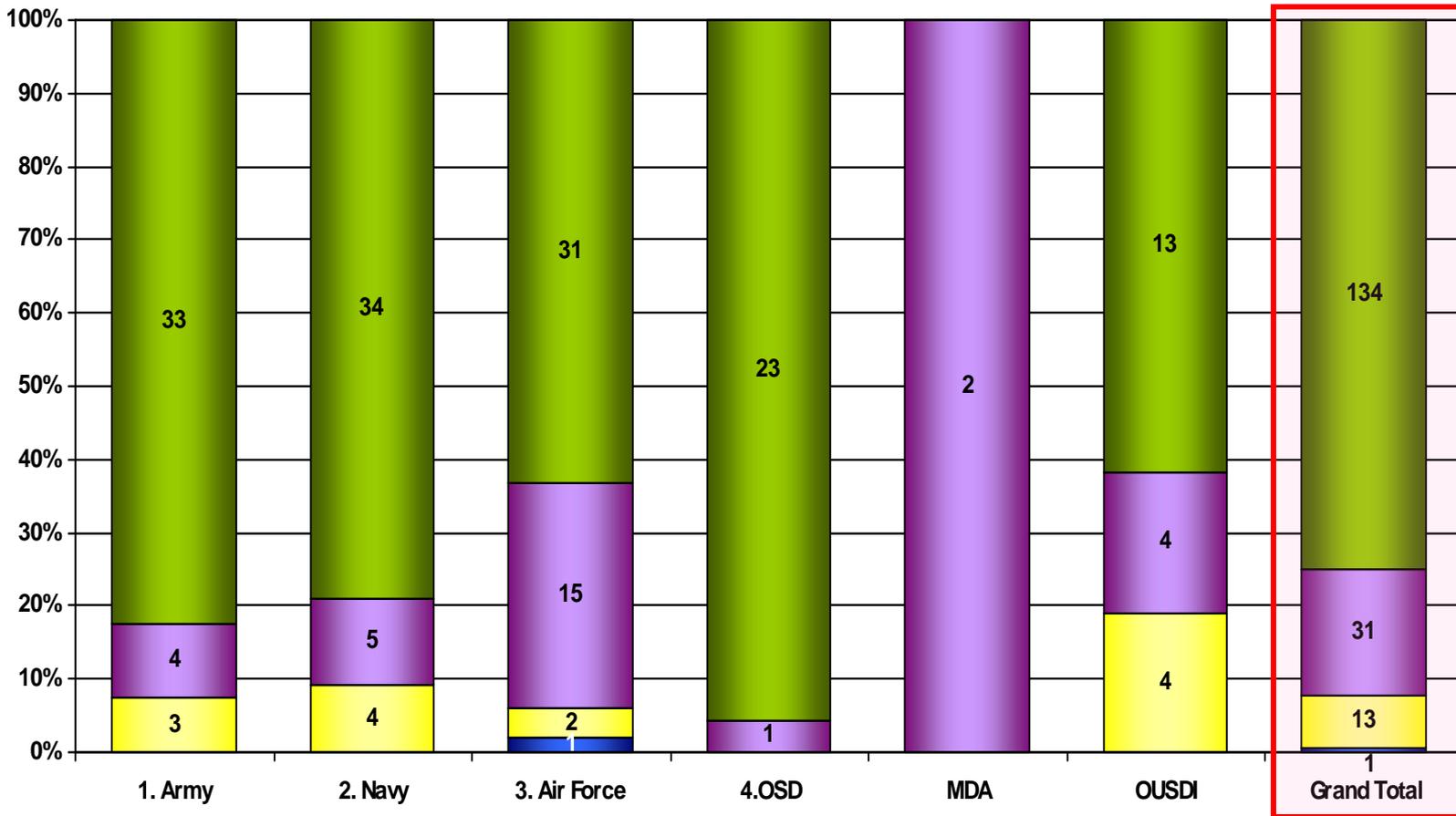


■ >= \$130,000 - < \$143,500
 ■ >= \$143,500 - < \$153,200
 ■ >= \$153,200 - < \$162,900
 ■ At CAP \$162,900



SL & ST New Adjusted Basic Pay 2008 DoD-Wide

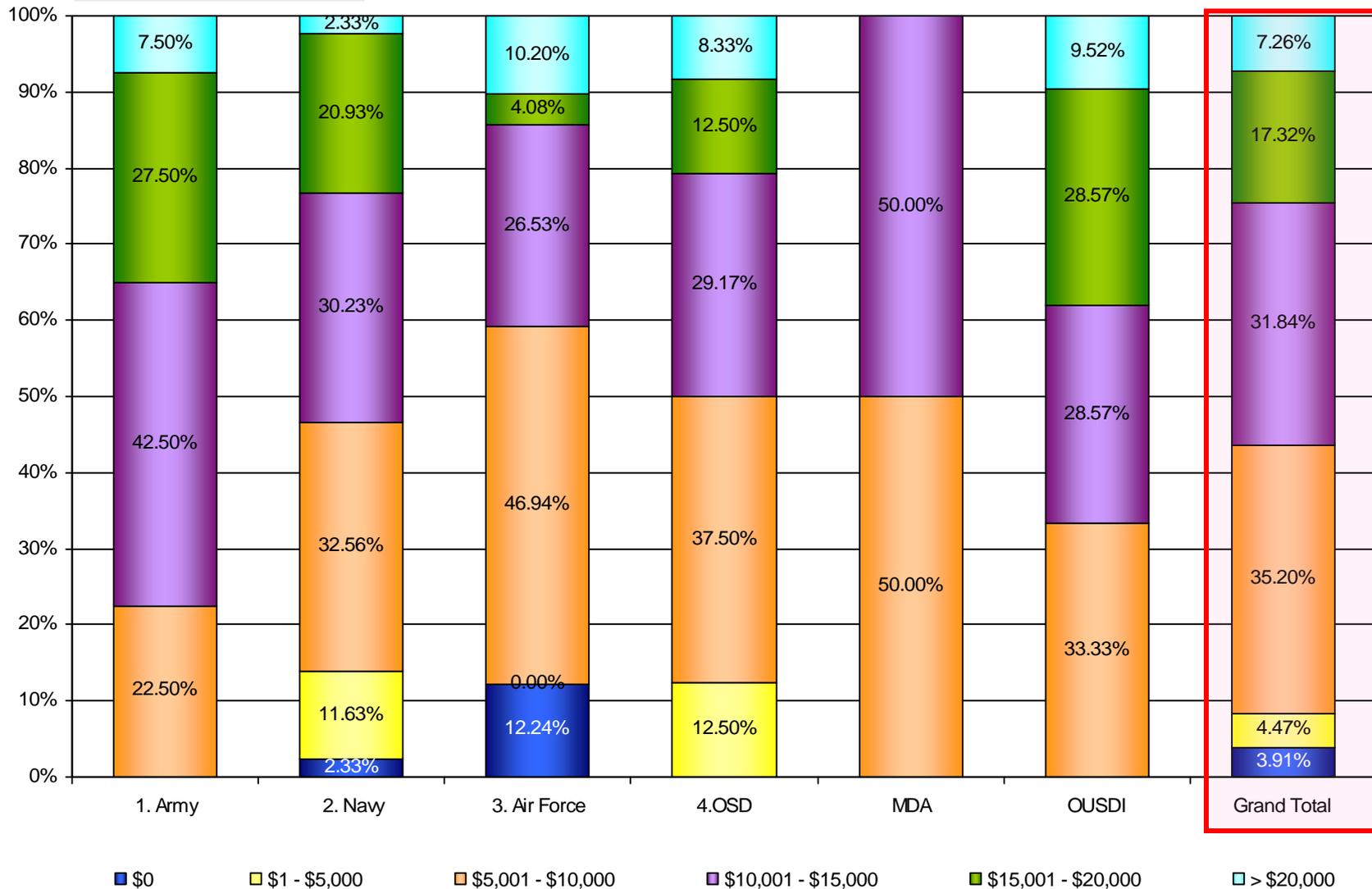
179 Rated Employees





SL & ST Performance Bonuses 2008 DoD-Wide

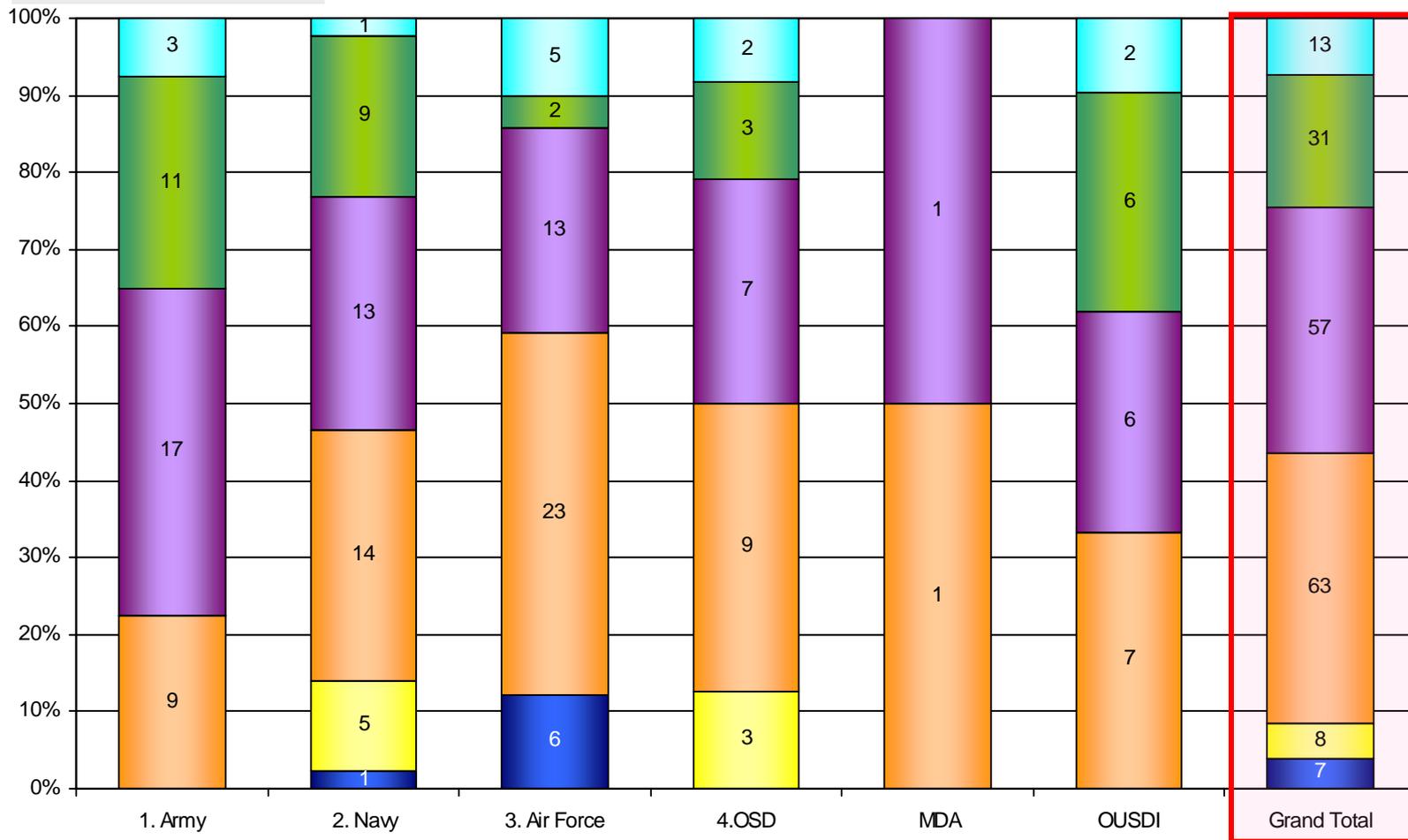
179 Rated Employees





SL & ST Performance Bonuses 2008 DoD-Wide

179 Rated Employees

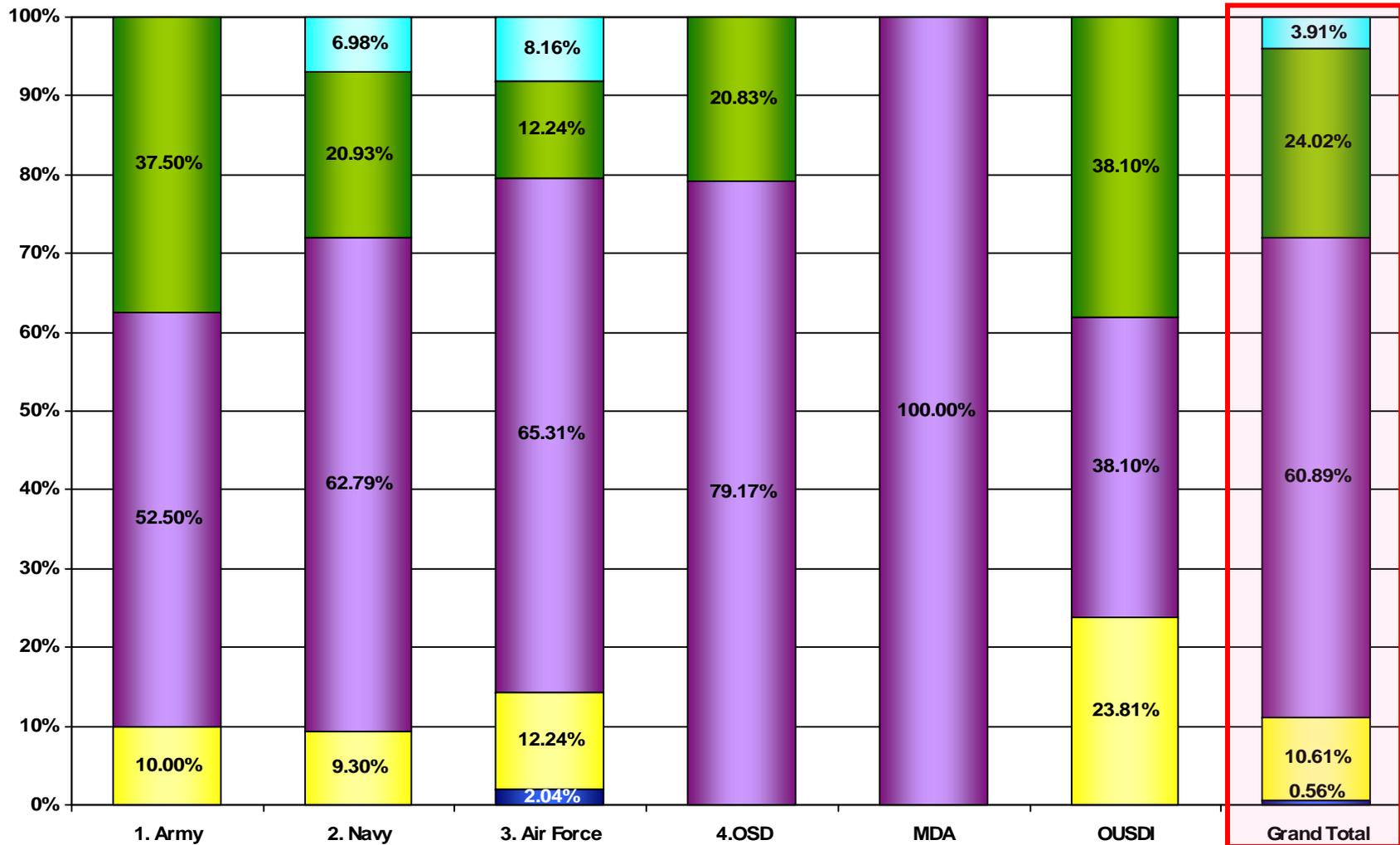


■ \$0
 ■ \$1 - \$5,000
 ■ \$5,001 - \$10,000
 ■ \$10,001 - \$15,000
 ■ \$15,001 - \$20,000
 ■ > \$20,000



SL & ST Total Aggregate Pay 2008 DoD-Wide

179 Rated Employees

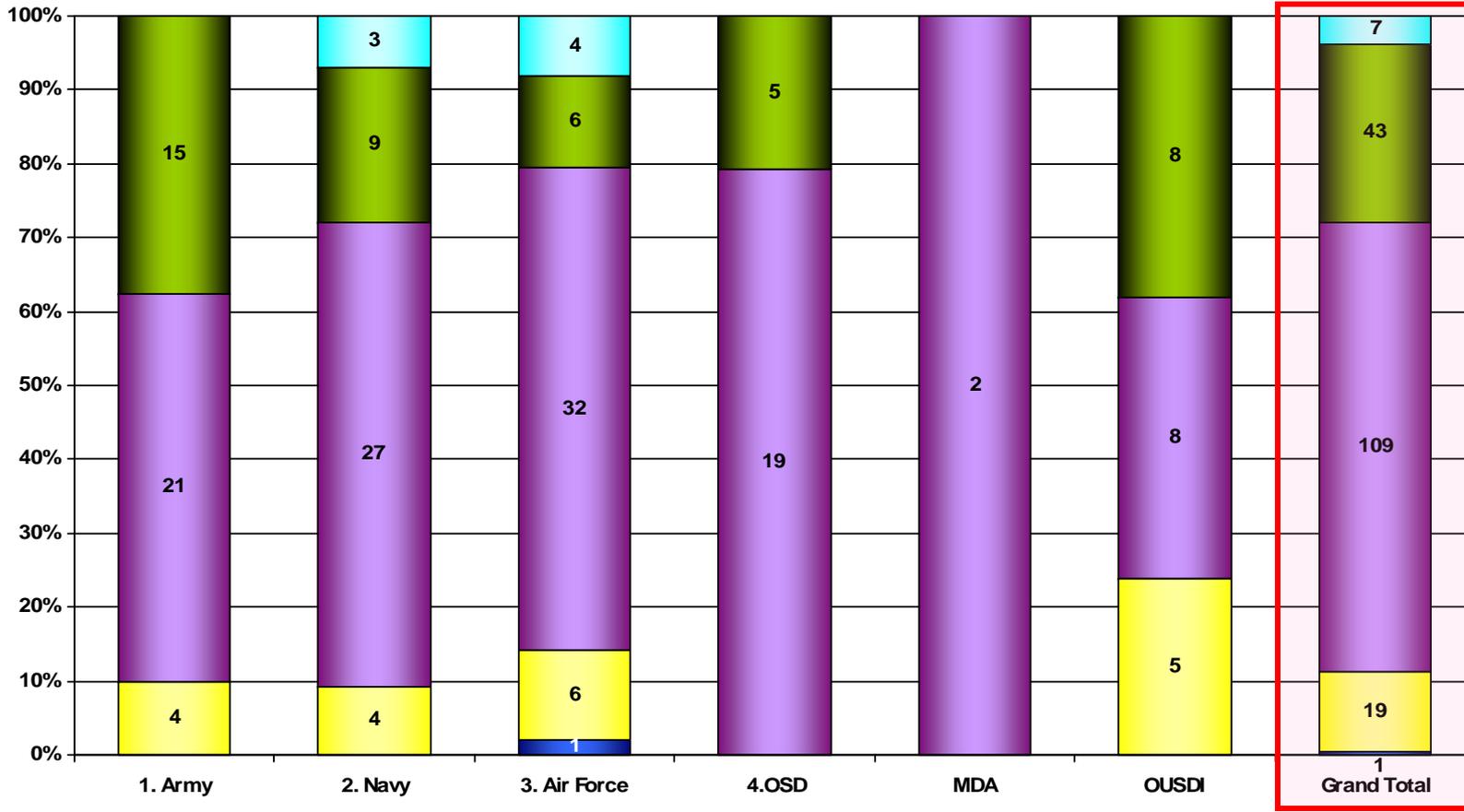


■ \$143,500 - \$153,199
 ■ \$153,200 - \$162,899
 ■ \$162,900 - <\$176,999
 ■ \$177,000 - <\$196,699
 ■ = \$196,700 Exec Level I
 ■ >= \$196,701



SL & ST Total Aggregate Pay 2008 DoD-Wide

179 Rated Employees



■ \$143,500 - \$153,199
 ■ \$153,200 - \$162,899
 ■ \$162,900 - <\$176,999
 ■ \$177,000 - <\$196,699
 ■ = \$196,700 Exec Level 1
 ■ >= \$196,701

Component Data



Air Force



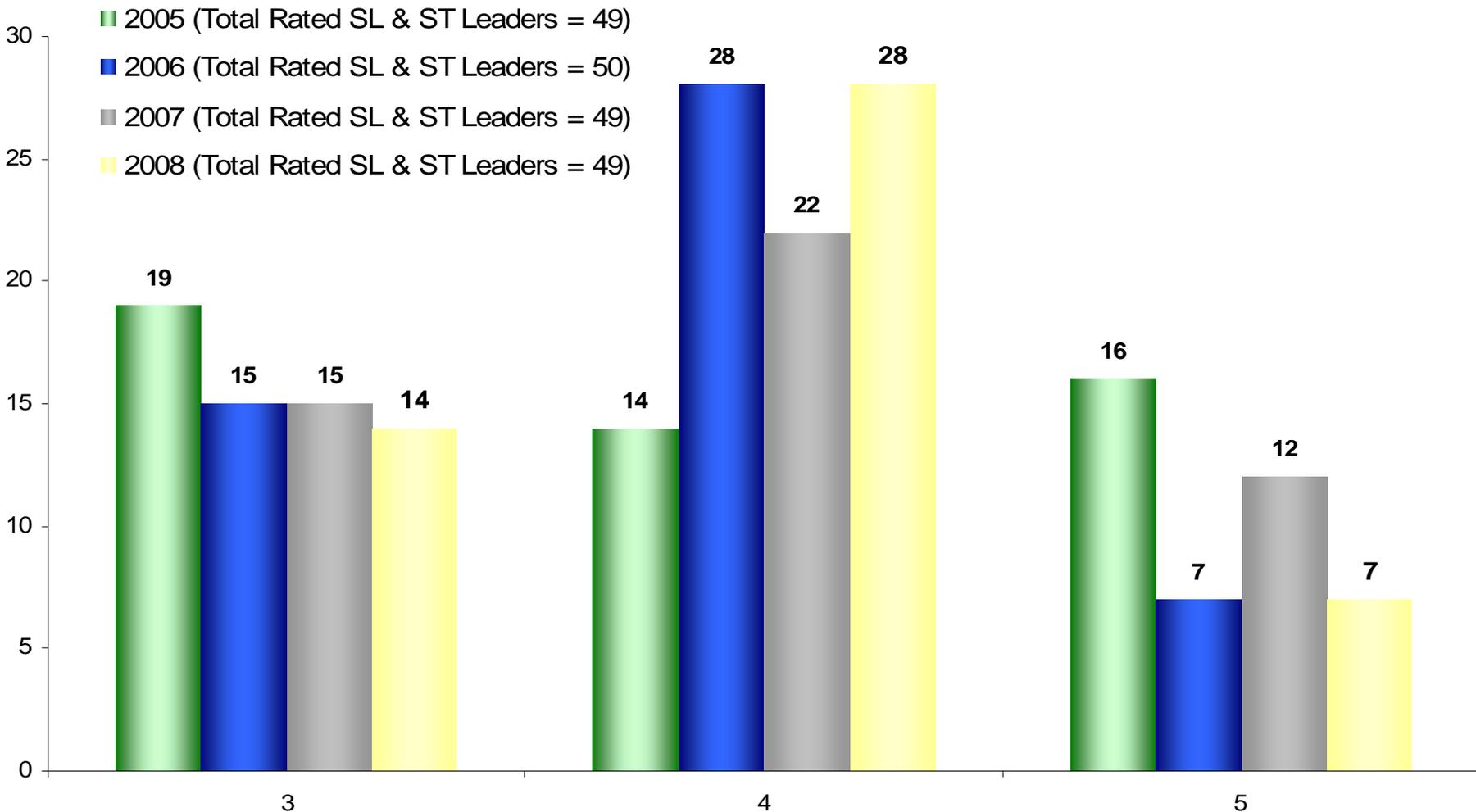


Air Force Performance Appraisals

Results at a Glance:	2008
Total Number of SL/ST Total Number of SL/ST Rated	51 49
Total Salaries of SL/ST	\$7,067,085
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	11.0%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$777,379
Total Performance (Basic) Pay Increase Payouts	\$226,525
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	\$4,623
Total Performance Bonus Payouts	\$497,677
Avg. Performance Bonus Payout (Rated SL/ST)	\$10,157
Unspent Pay Pool	\$53,177
Unspent Pay Pool (as % of Total Salaries)	0.75%
Total Performance Pay Increase Payouts (as % of Total Salaries)	3.21%
Total Performance Bonus (as % of Total Salaries)	7.04%



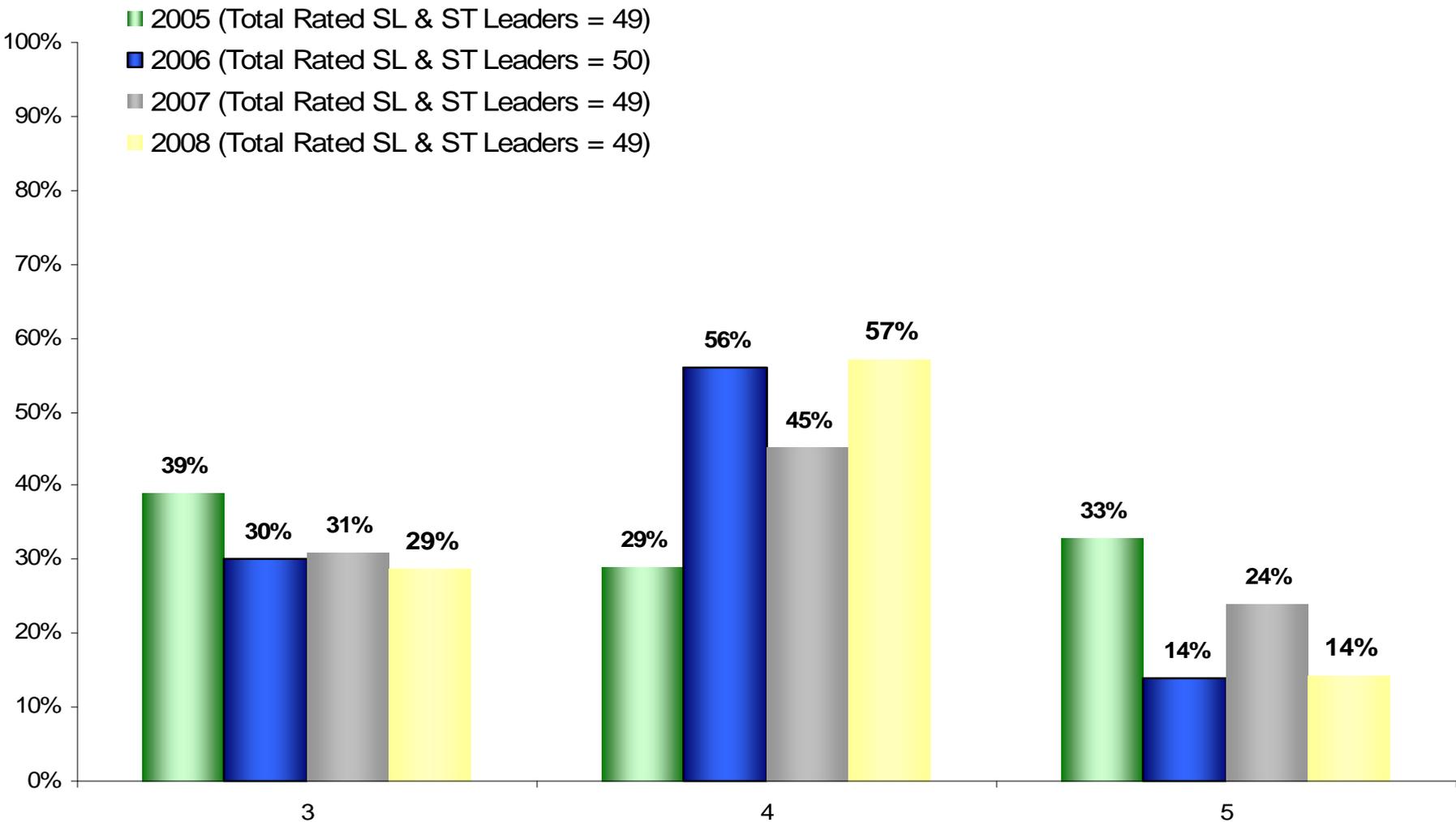
AIR FORCE Stratification 2005-2008 Comparison



MDA not included in FY05
and FY07



AIR FORCE Stratification 2005-2008 Comparison



MDA not included in FY05
and FY07



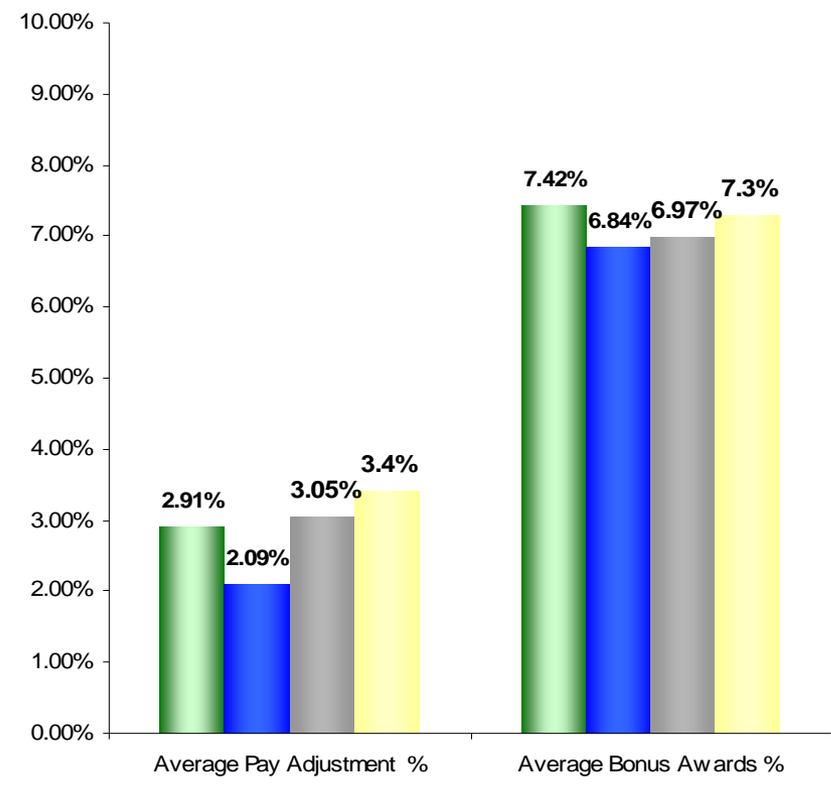
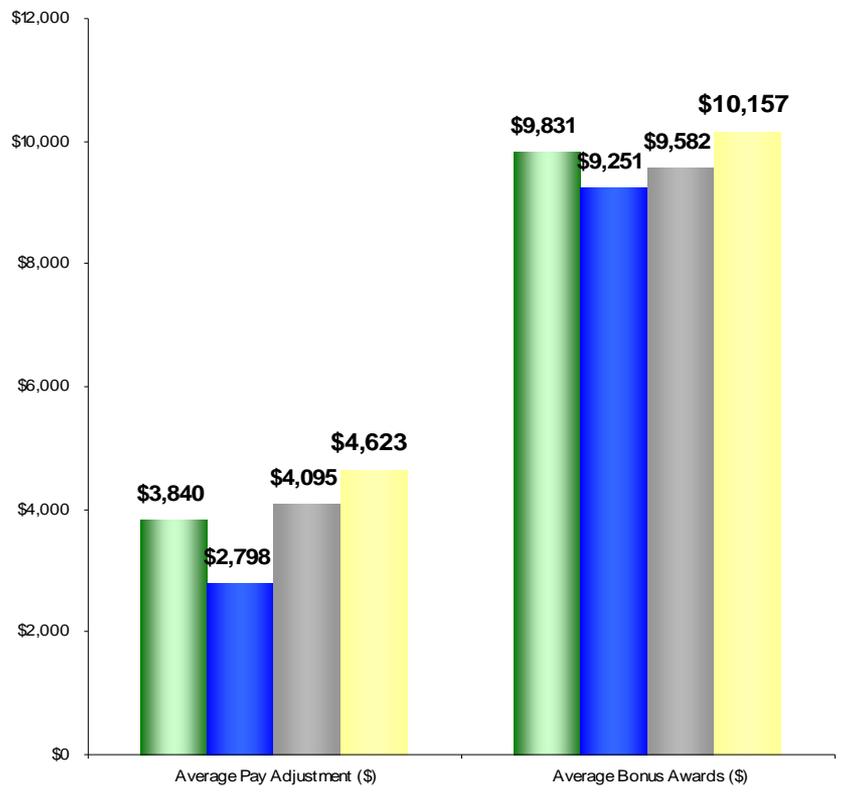
SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

AIR FORCE

Average Basic Pay: \$143,129

2008
Pay Pool Value:
\$777,379



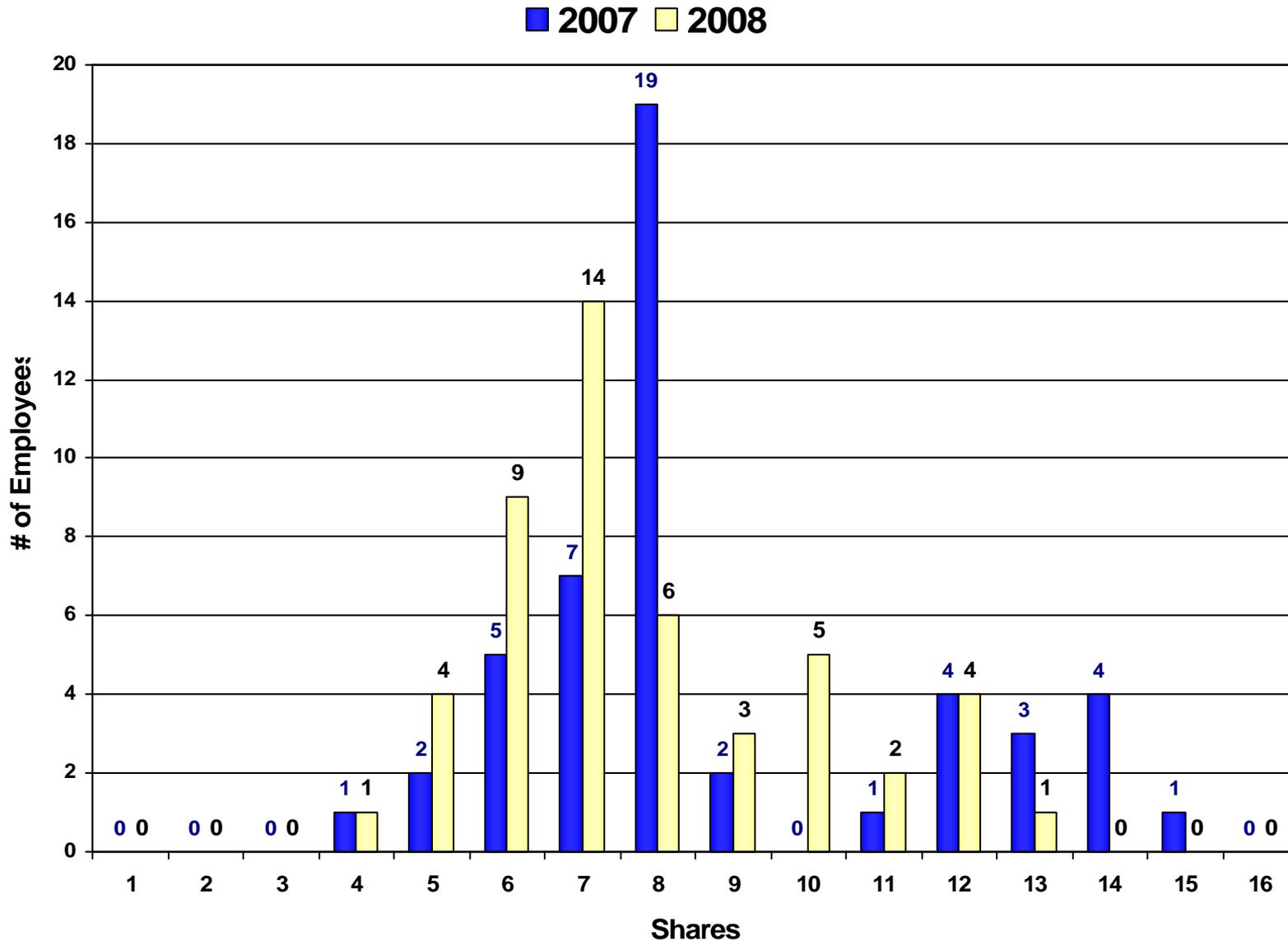
■ 2005 ■ 2006 ■ 2007 ■ 2008

■ 2005 ■ 2006 ■ 2007 ■ 2008



Distribution of Shares SL/ST Ratings 2007-2008

AIR FORCE



Army





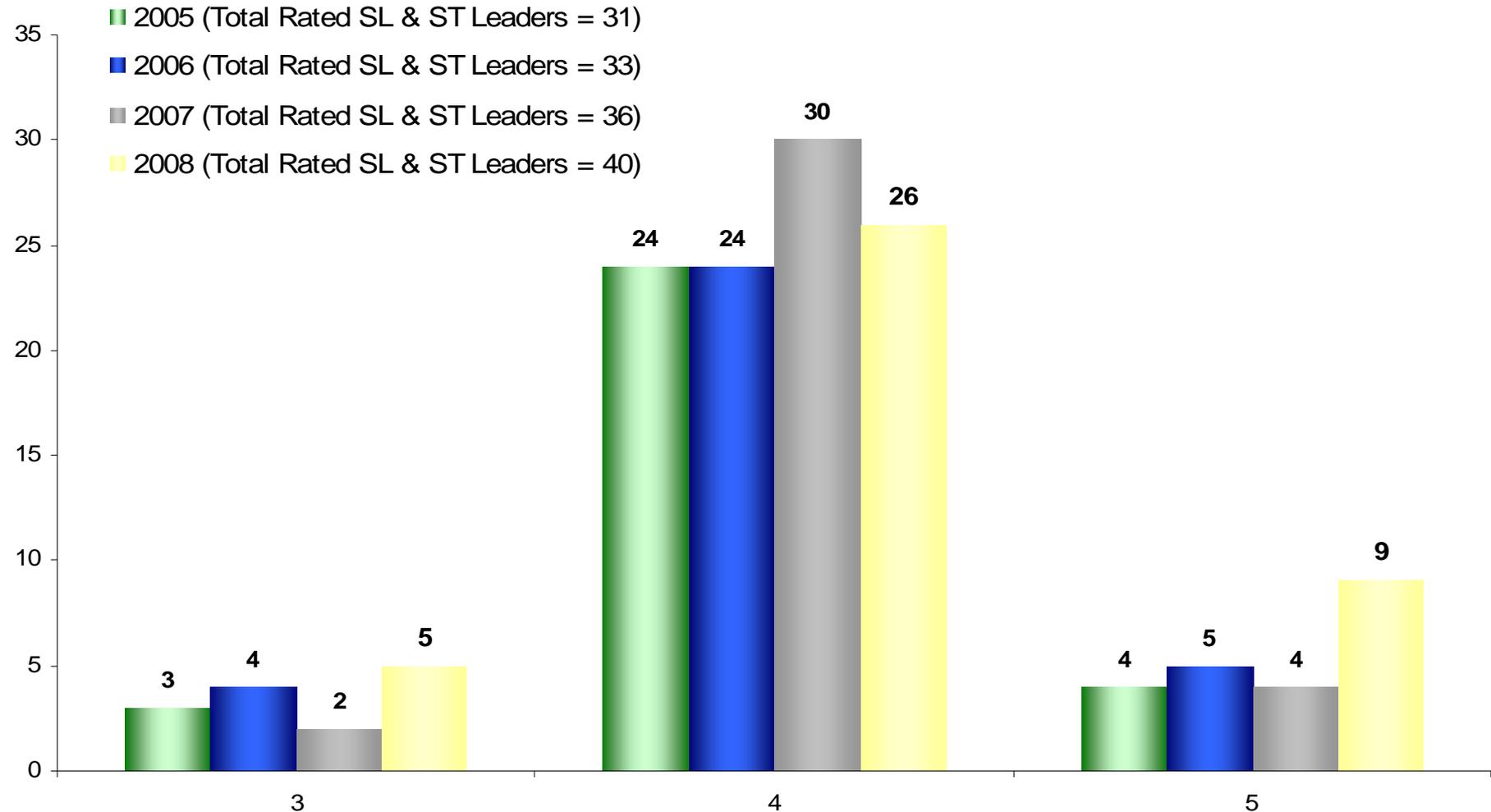
Army Performance Appraisals

Results at a Glance:	2008
Total Number of SL/ST Total Number of SL/ST Rated	41 40
Total Salaries of SL/ST	\$5,542,761
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	11.0%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$609,704
Total Performance (Basic) Pay Increase Payouts	\$69,494
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	\$1,737
Total Performance Bonus Payouts	\$535,722
Avg. Performance Bonus Payout (Rated SL/ST)	\$13,393
Unspent Pay Pool	\$4,488
Unspent Pay Pool (as % of Total Salaries)	0.08%
Total Performance Pay Increase Payouts (as % of Total Salaries)	1.25%
Total Performance Bonus (as % of Total Salaries)	9.67%



ARMY Stratification 2005-2008 Comparison

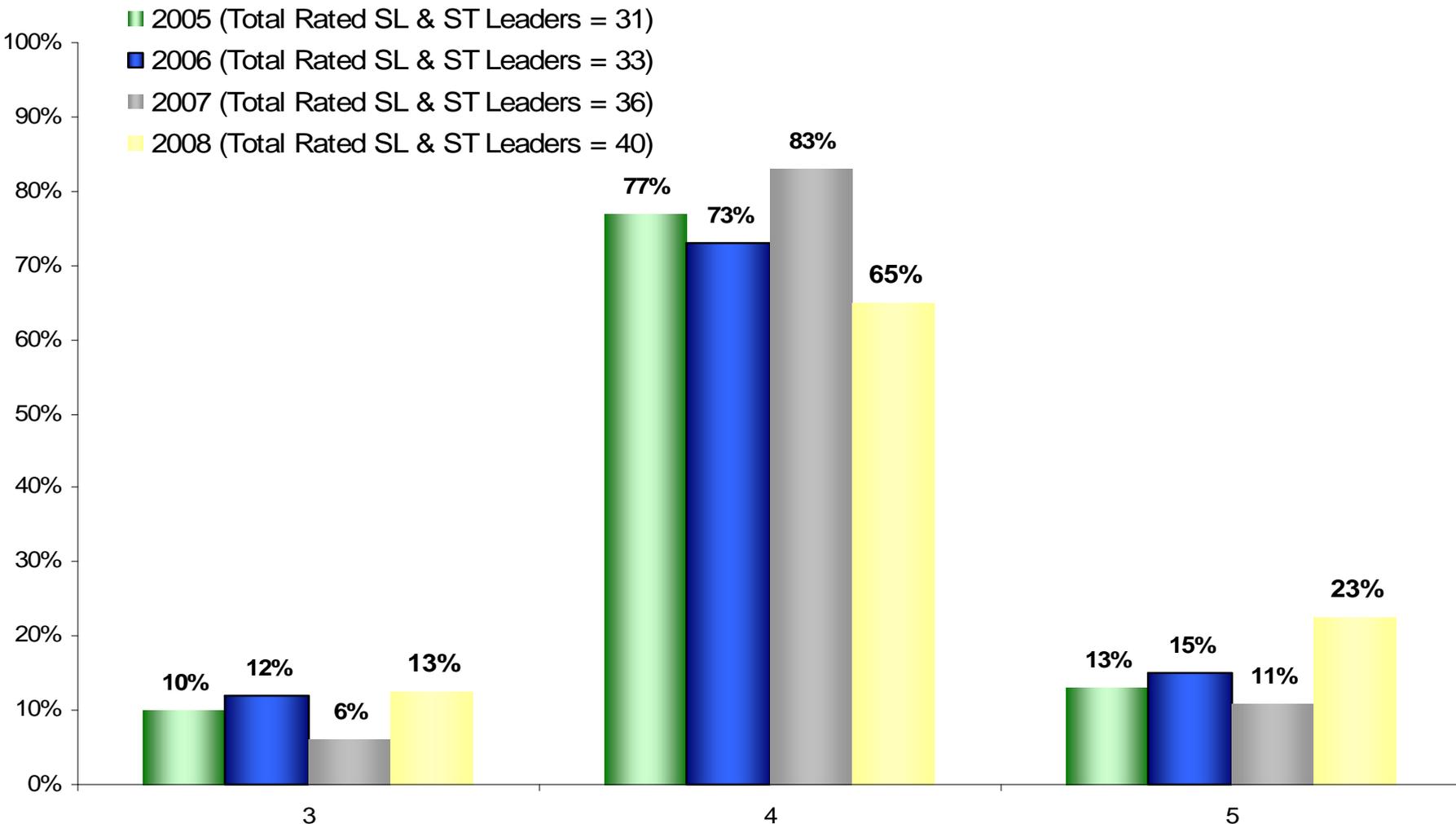
- 2005 (Total Rated SL & ST Leaders = 31)
- 2006 (Total Rated SL & ST Leaders = 33)
- 2007 (Total Rated SL & ST Leaders = 36)
- 2008 (Total Rated SL & ST Leaders = 40)



MDA not included in FY05
and FY07



ARMY Stratification 2005-2008 Comparison



MDA not included in FY05
and FY07



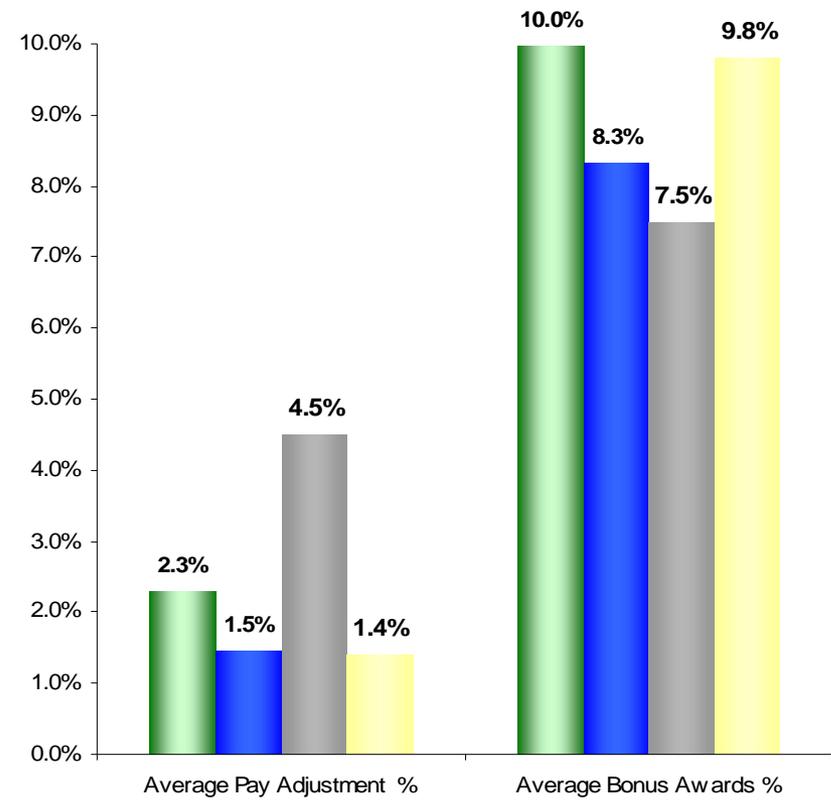
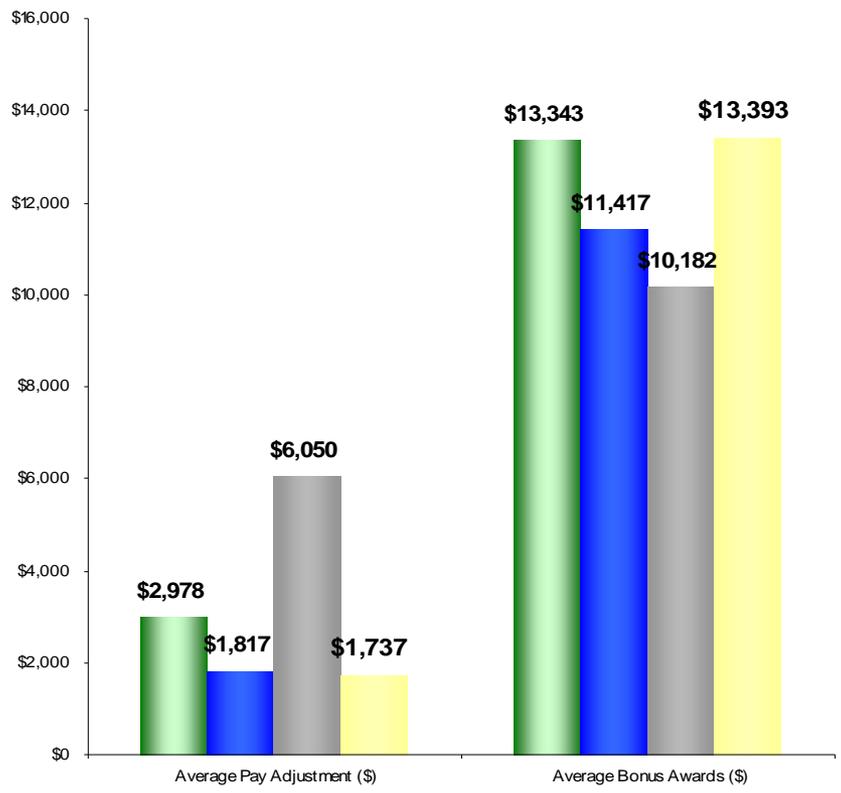
SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

ARMY

Average Basic Pay: \$137,029

2008
Pay Pool Value:
\$609,704



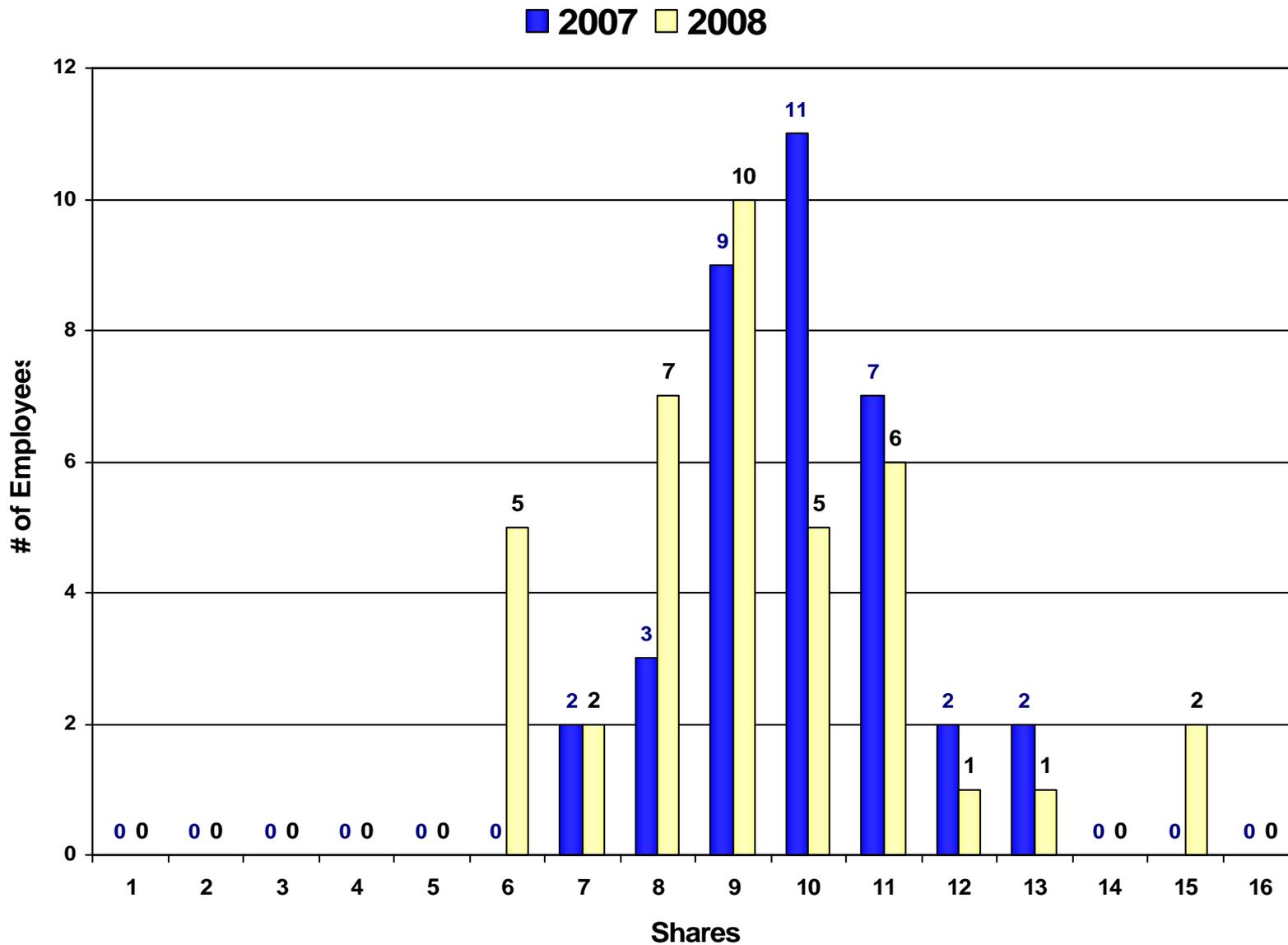
■ 2005 ■ 2006 ■ 2007 ■ 2008

■ 2005 ■ 2006 ■ 2007 ■ 2008



Distribution of Shares SL/ST Ratings 2007-2008

ARMY



Navy



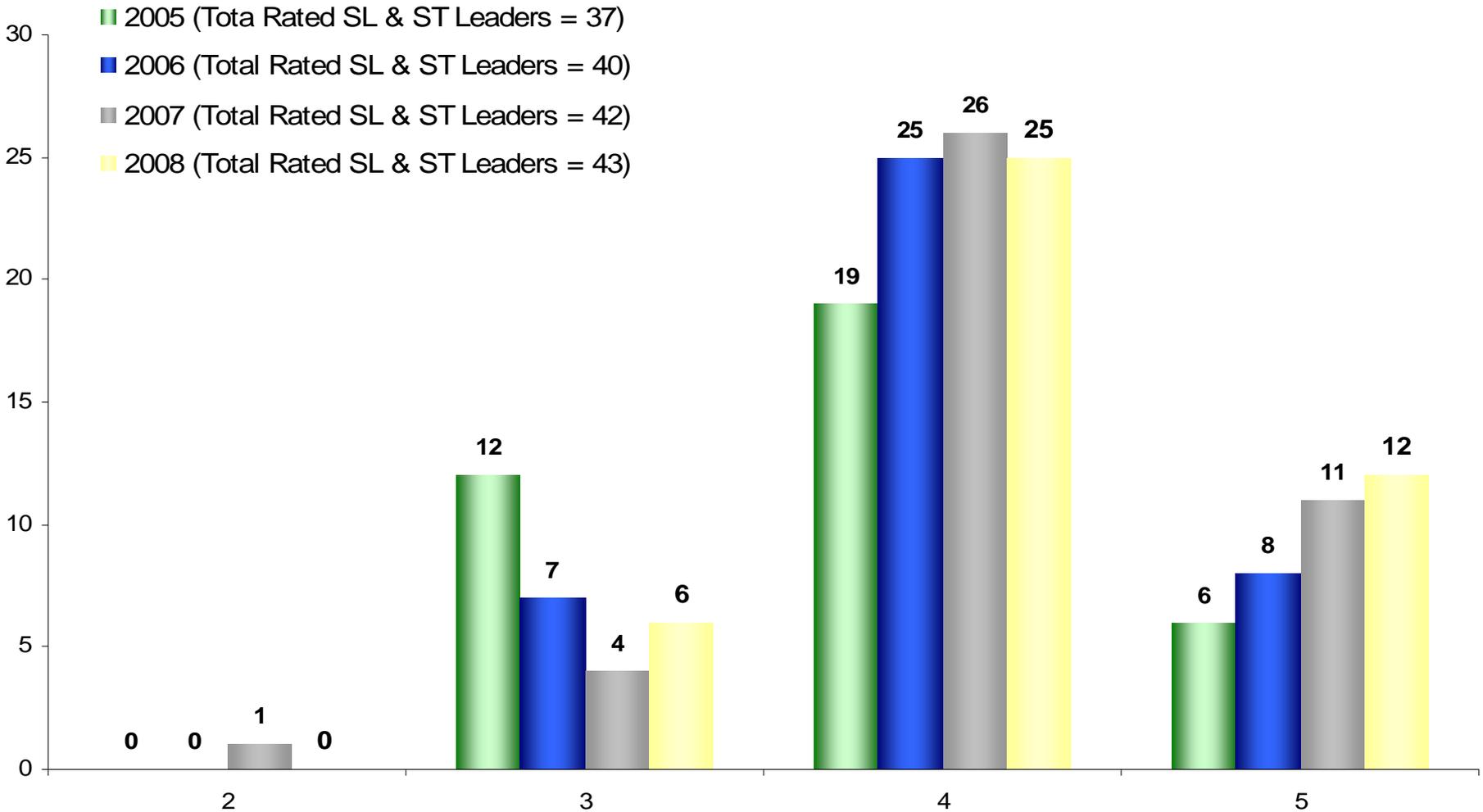


Navy Performance Appraisals

Results at a Glance:	2008
Total Number of SL/ST Total Number of SL/ST Rated	43 43
Total Salaries of SL/ST	\$5,739,634
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	13.0%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$746,152
Total Performance (Basic) Pay Increase Payouts	\$99,661
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	\$2,318
Total Performance Bonus Payouts	\$468,150
Avg. Performance Bonus Payout (Rated SL/ST)	\$10,887
Unspent Pay Pool	\$178,341
Unspent Pay Pool (as % of Total Salaries)	3.11%
Total Performance Pay Increase Payouts (as % of Total Salaries)	1.74%
Total Performance Bonus (as % of Total Salaries)	8.16%

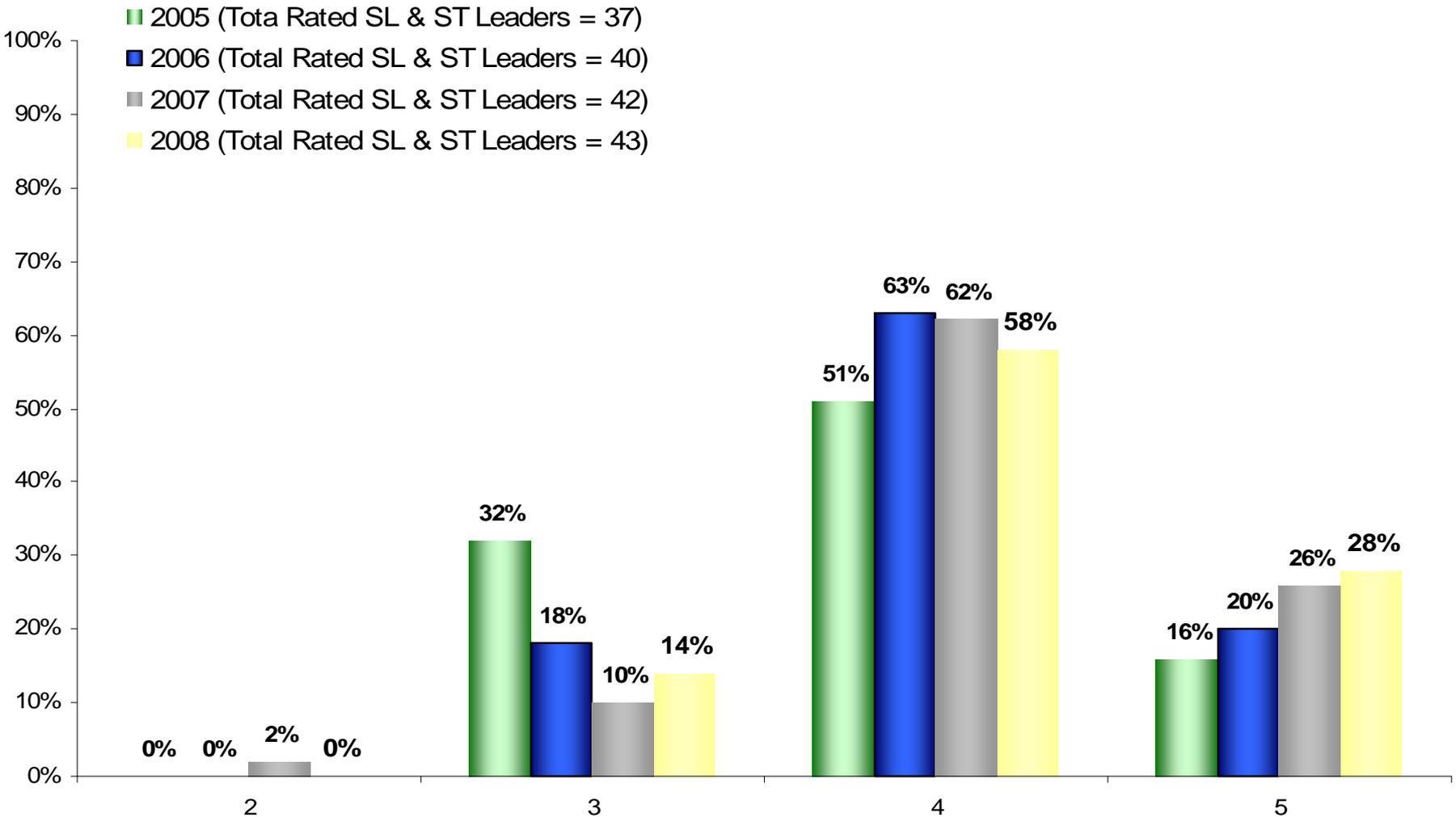


NAVY Stratification 2005-2008 Comparison





NAVY Stratification 2005-2008 Comparison





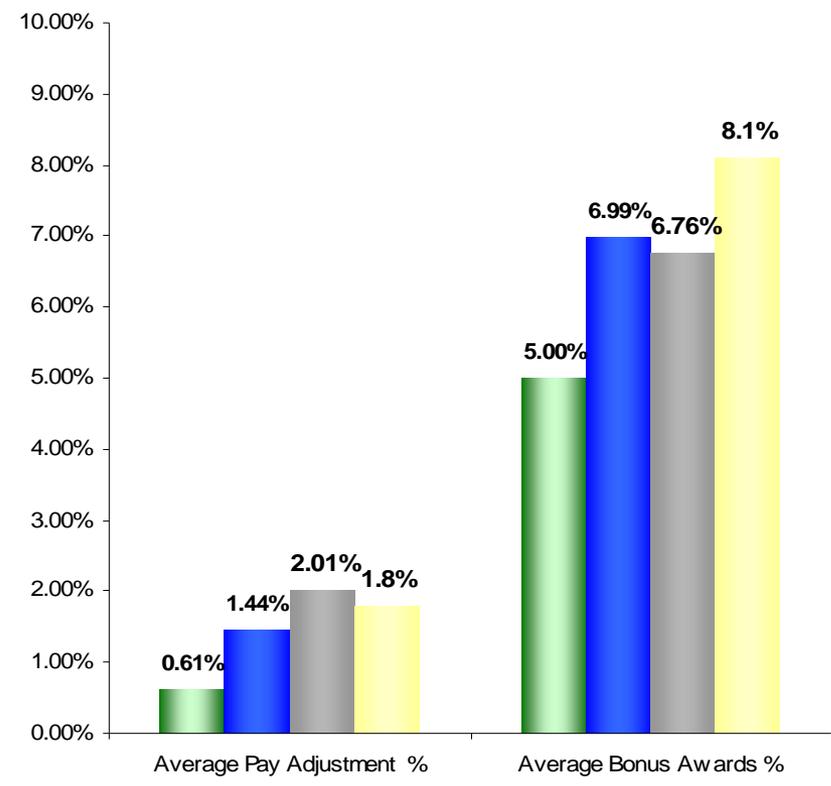
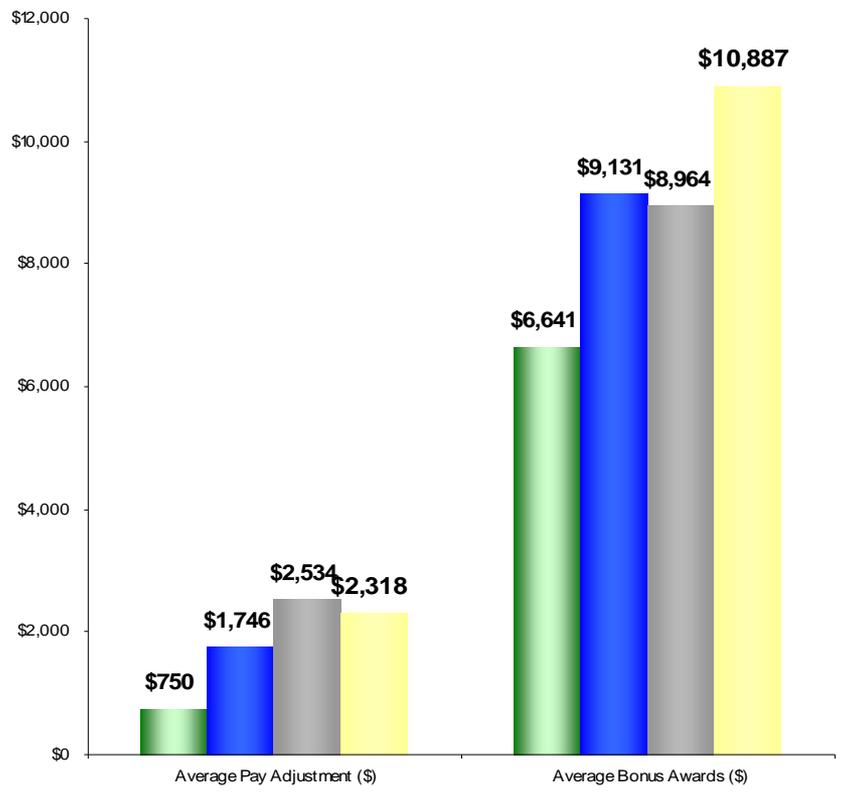
SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

NAVY

Average Basic Pay: \$135,798

2008
Pay Pool Value:
\$746,152



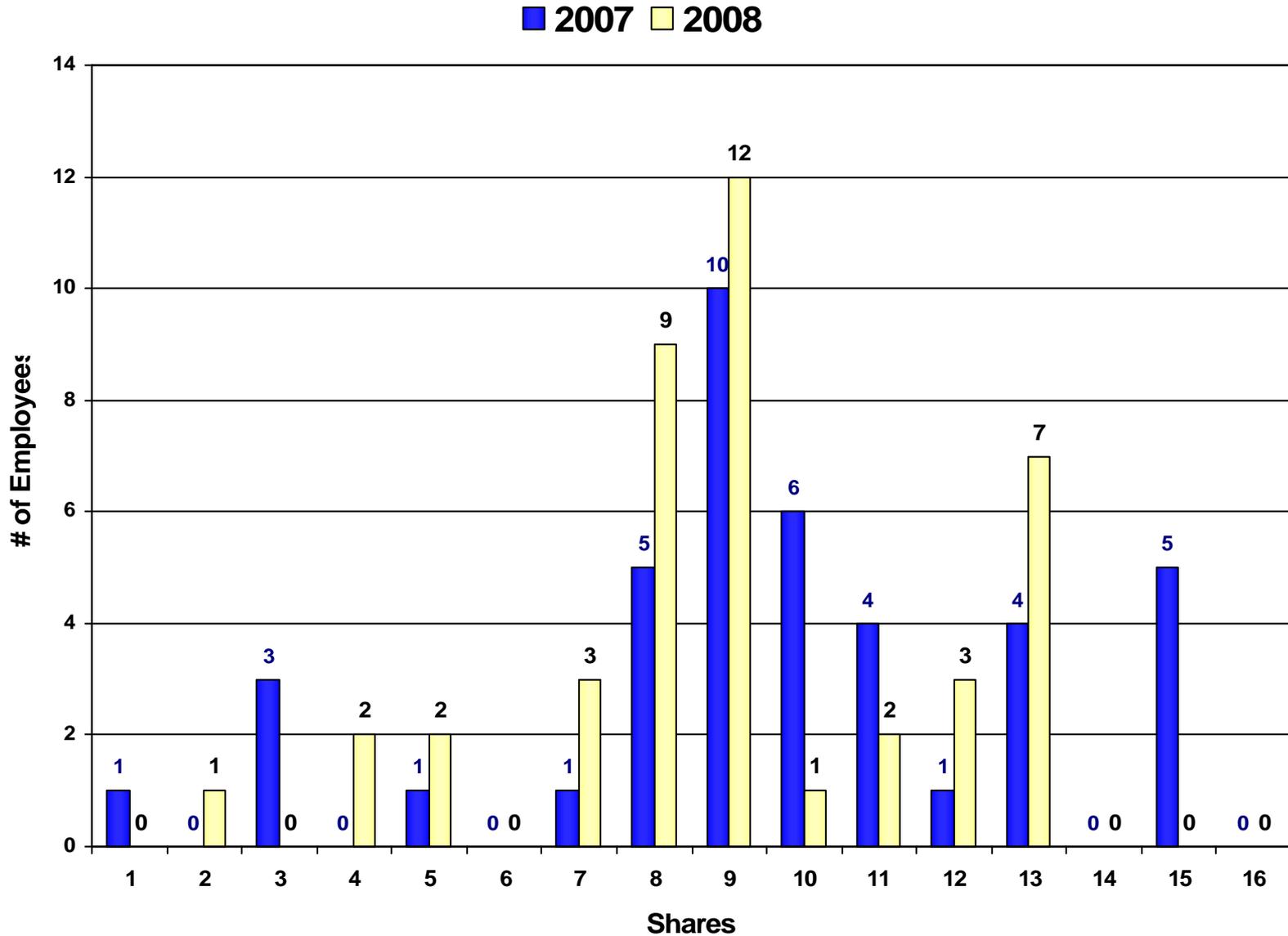
■ 2005 ■ 2006 ■ 2007 ■ 2008

■ 2005 ■ 2006 ■ 2007 ■ 2008



Distribution of Shares SL/ST Ratings 2007-2008

NAVY



4th Estate



OSD



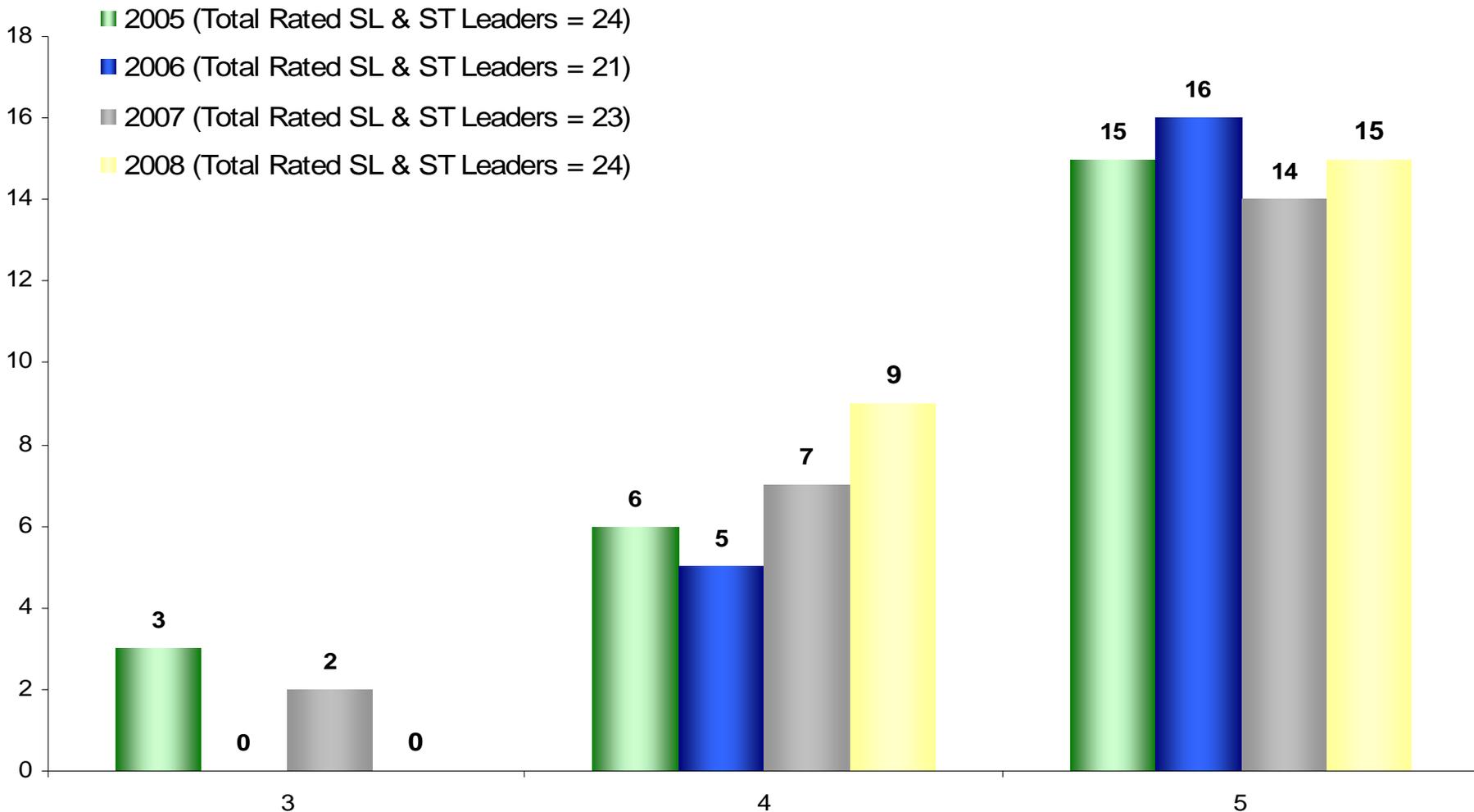


OSD Performance Appraisals

Results at a Glance:	2008
Total Number of SL/ST Total Number of SL/ST Rated	26 24
Total Salaries of SL/ST	\$3,692,912
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	11.0%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$406,220
Total Performance (Basic) Pay Increase Payouts	\$129,019
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	\$5,376
Total Performance Bonus Payouts	\$254,117
Avg. Performance Bonus Payout (Rated SL/ST)	\$10,588
Unspent Pay Pool	\$23,084
Unspent Pay Pool (as % of Total Salaries)	0.63%
Total Performance Pay Increase Payouts (as % of Total Salaries)	3.49%
Total Performance Bonus (as % of Total Salaries)	6.88%

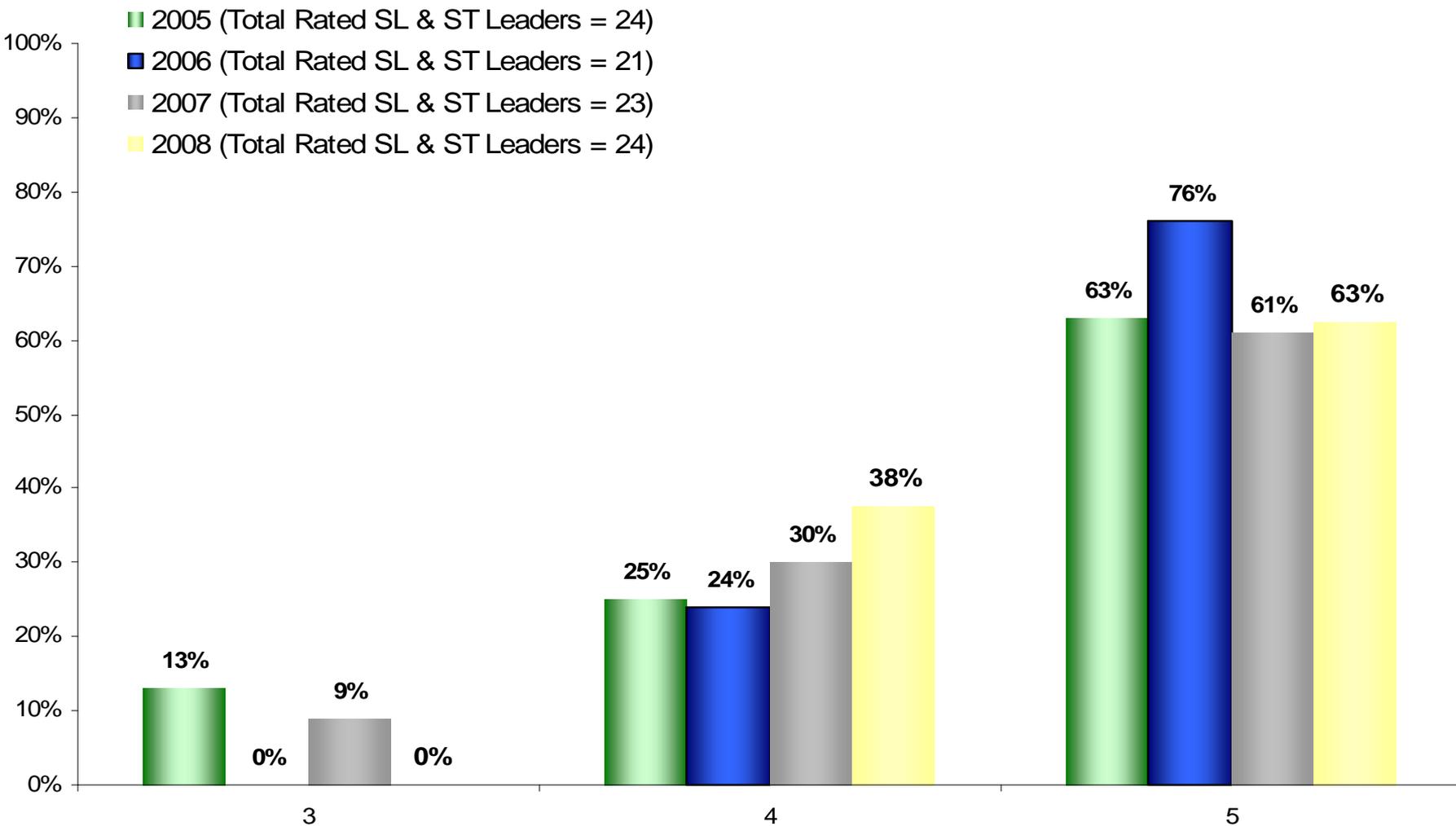


OSD Stratification 2005-2008 Comparison





OSD Stratification 2005-2008 Comparison





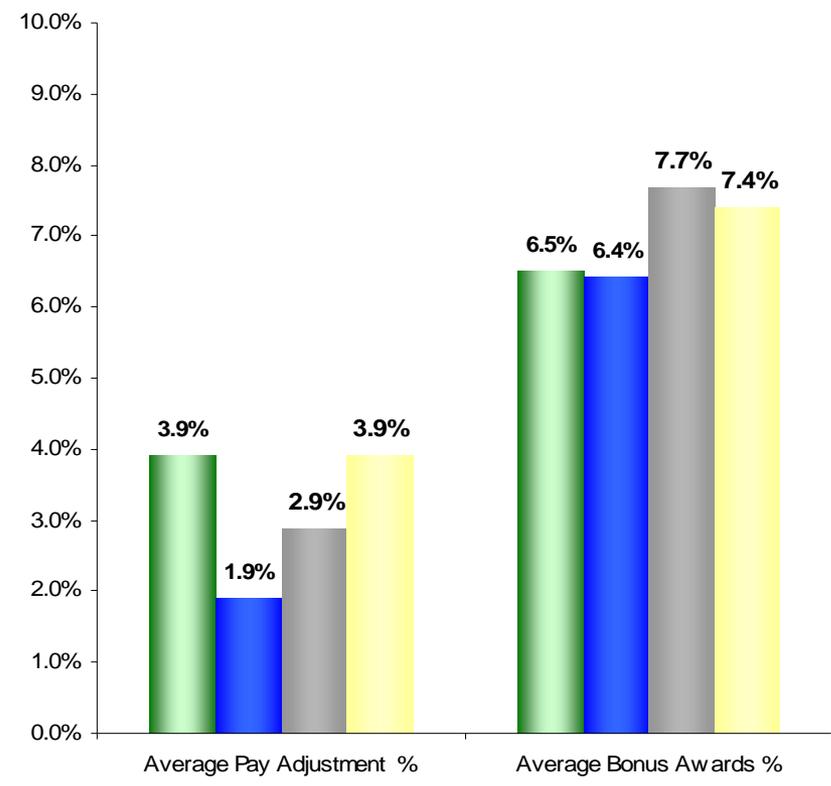
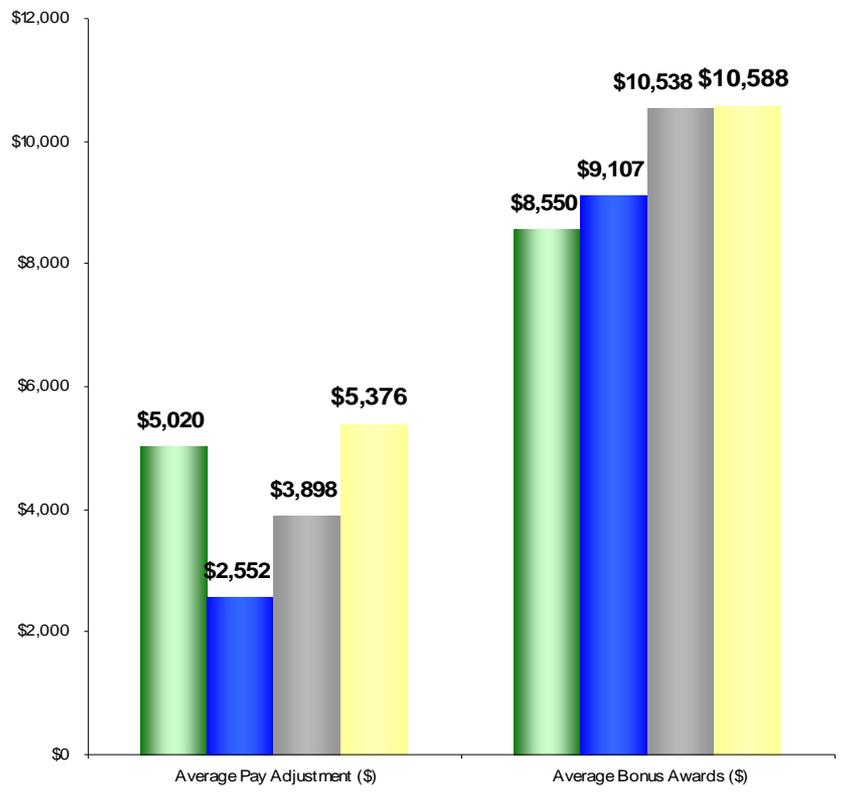
SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

OSD

Average Basic Pay: \$146,872

**2008
Pay Pool Value:
\$406,220**

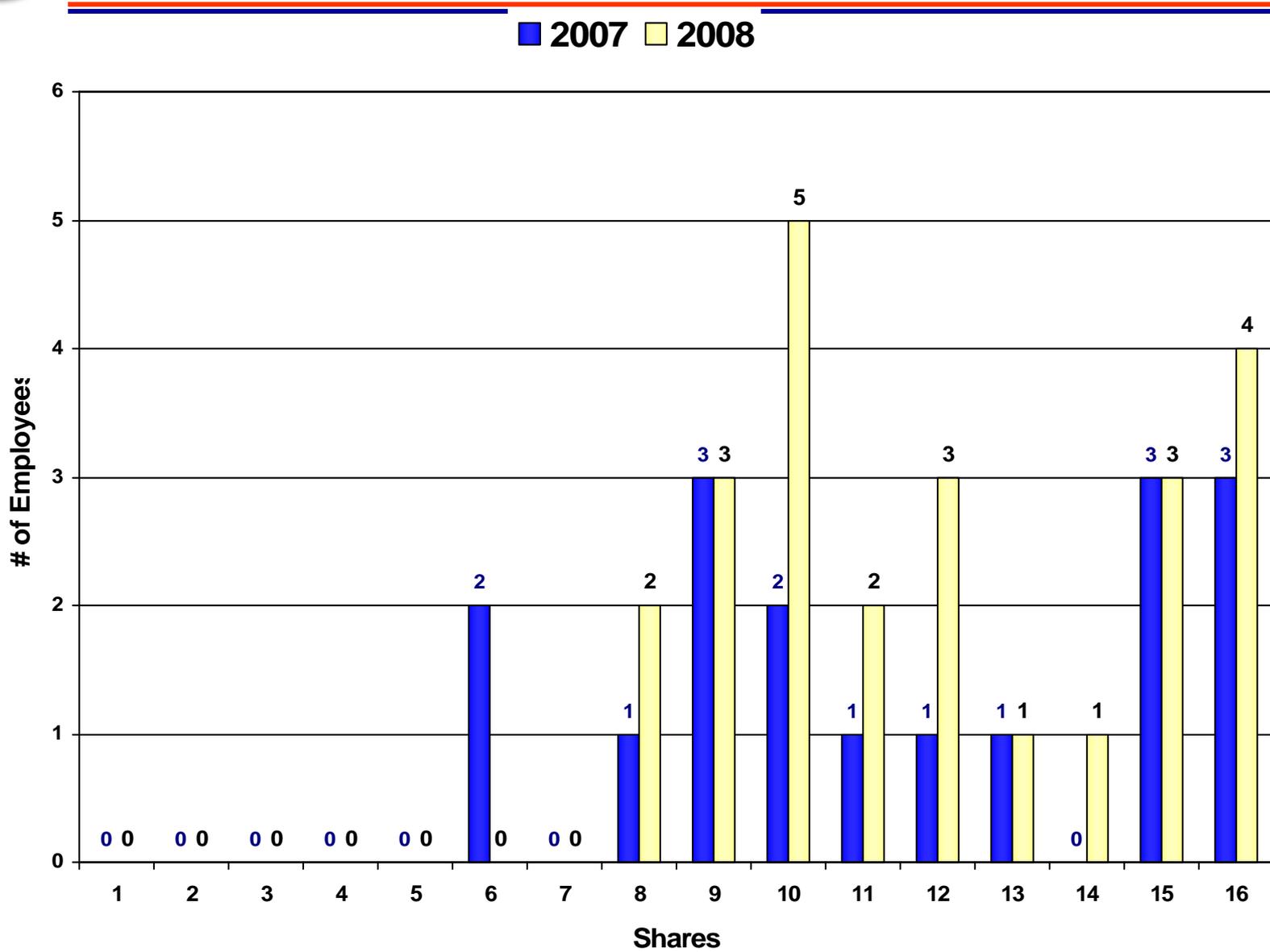


■ 2005 ■ 2006 ■ 2007 ■ 2008

■ 2005 ■ 2006 ■ 2007 ■ 2008



Distribution of Shares SES Ratings 2007-2008 OSD



MDA





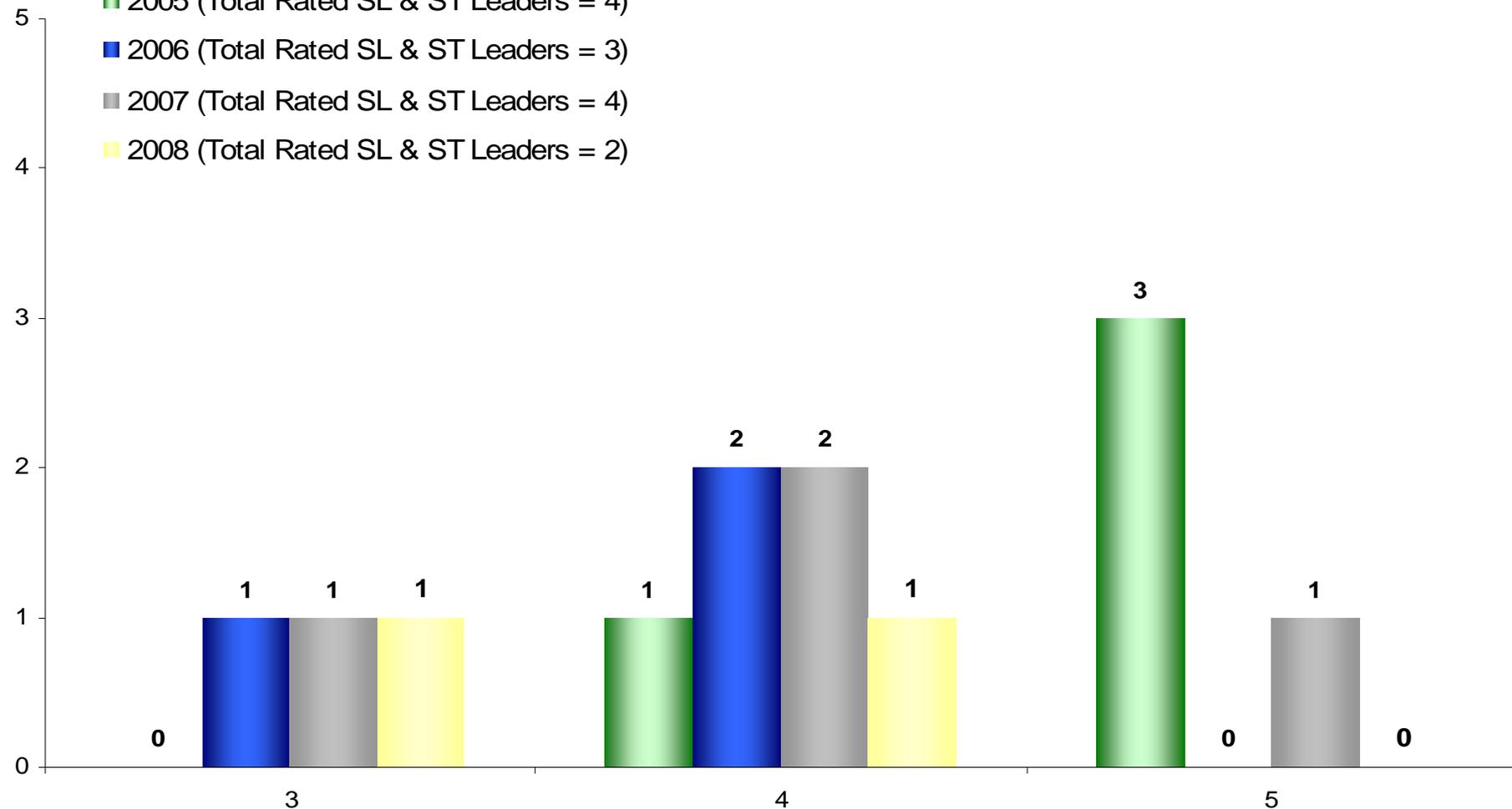
MDA Performance Appraisals

Results at a Glance:	2008
Total Number of SL/ST Total Number of SL/ST Rated	2 2
Total Salaries of SL/ST	\$262,075
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	11.0%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$28,828
Total Performance (Basic) Pay Increase Payouts	\$10,274
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	\$5,137
Total Performance Bonus Payouts	\$18,555
Avg. Performance Bonus Payout (Rated SL/ST)	\$9,277
Unspent Pay Pool	\$0
Unspent Pay Pool (as % of Total Salaries)	0.00%
Total Performance Pay Increase Payouts (as % of Total Salaries)	3.92%
Total Performance Bonus (as % of Total Salaries)	7.08%



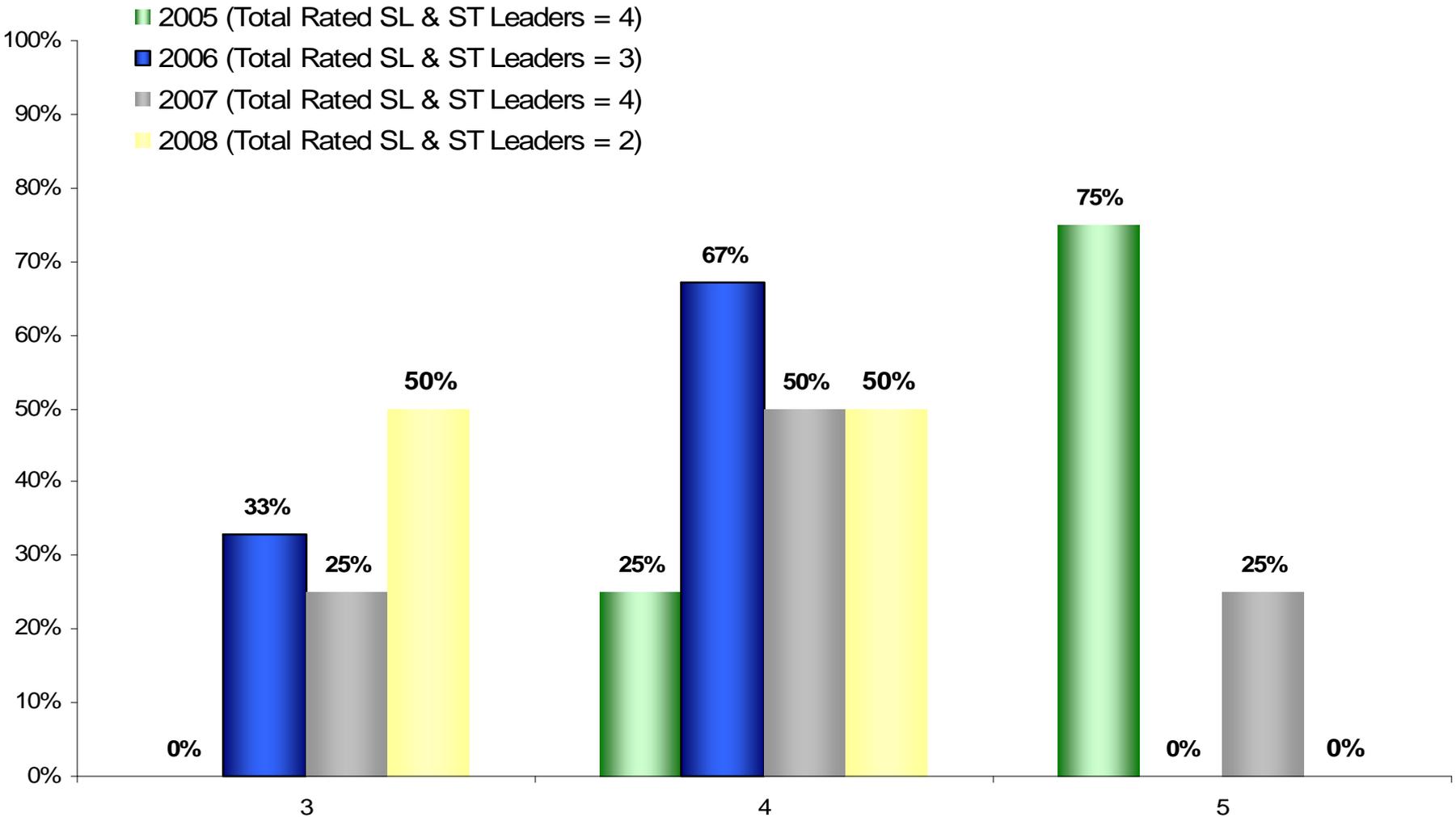
MDA Stratification 2005-2008 Comparison

- 2005 (Total Rated SL & ST Leaders = 4)
- 2006 (Total Rated SL & ST Leaders = 3)
- 2007 (Total Rated SL & ST Leaders = 4)
- 2008 (Total Rated SL & ST Leaders = 2)





MDA Stratification 2005-2008 Comparison





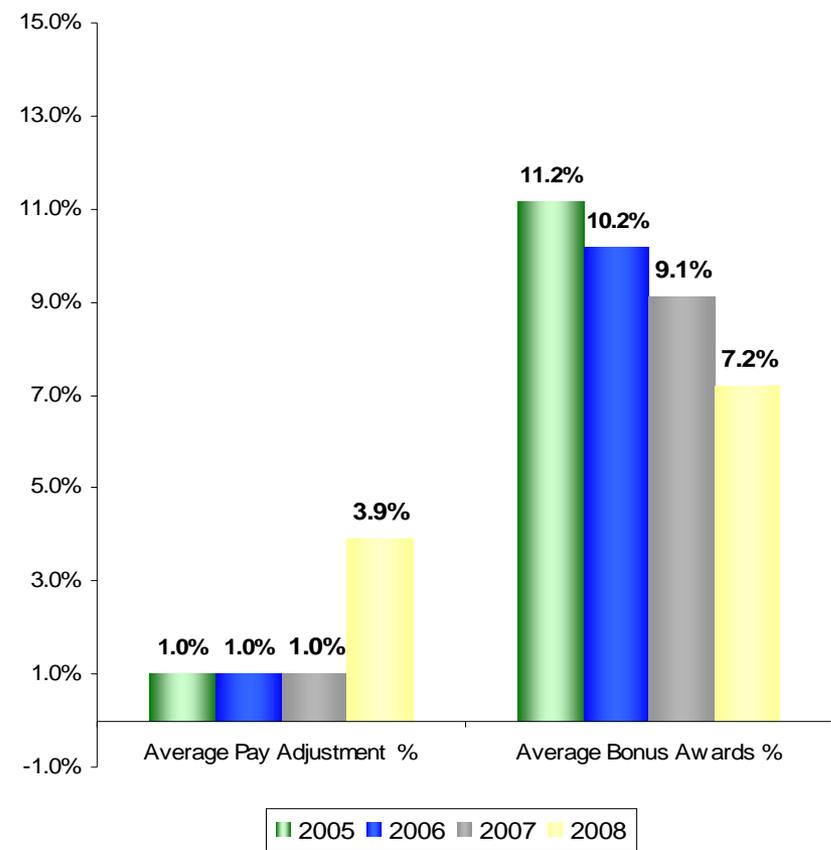
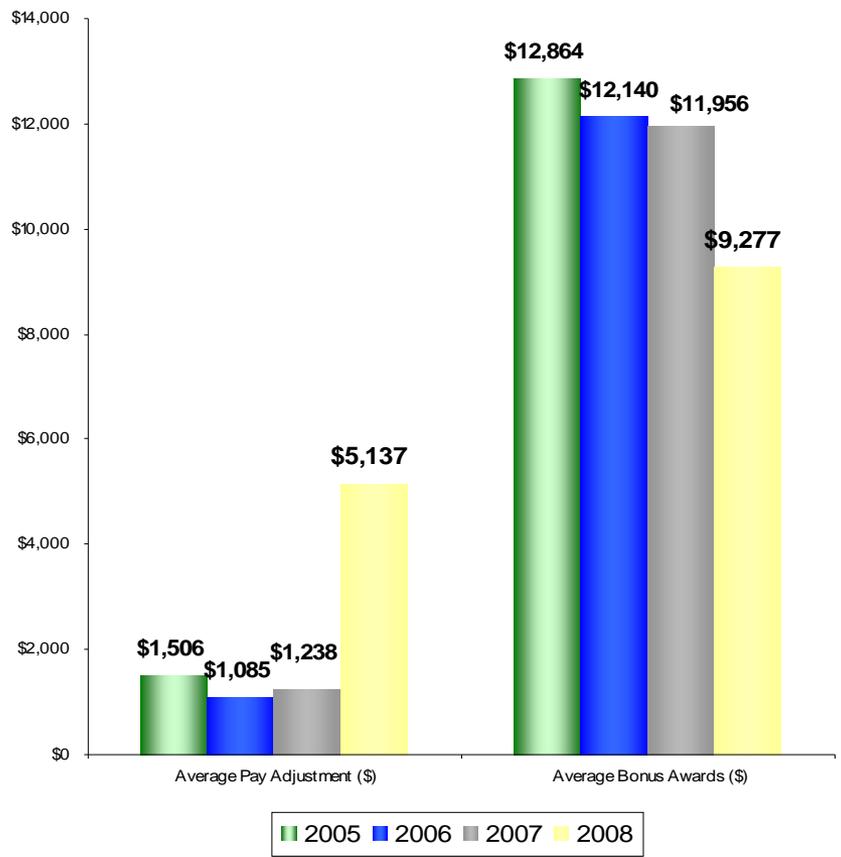
SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

MDA

Average Basic Pay: \$136,174

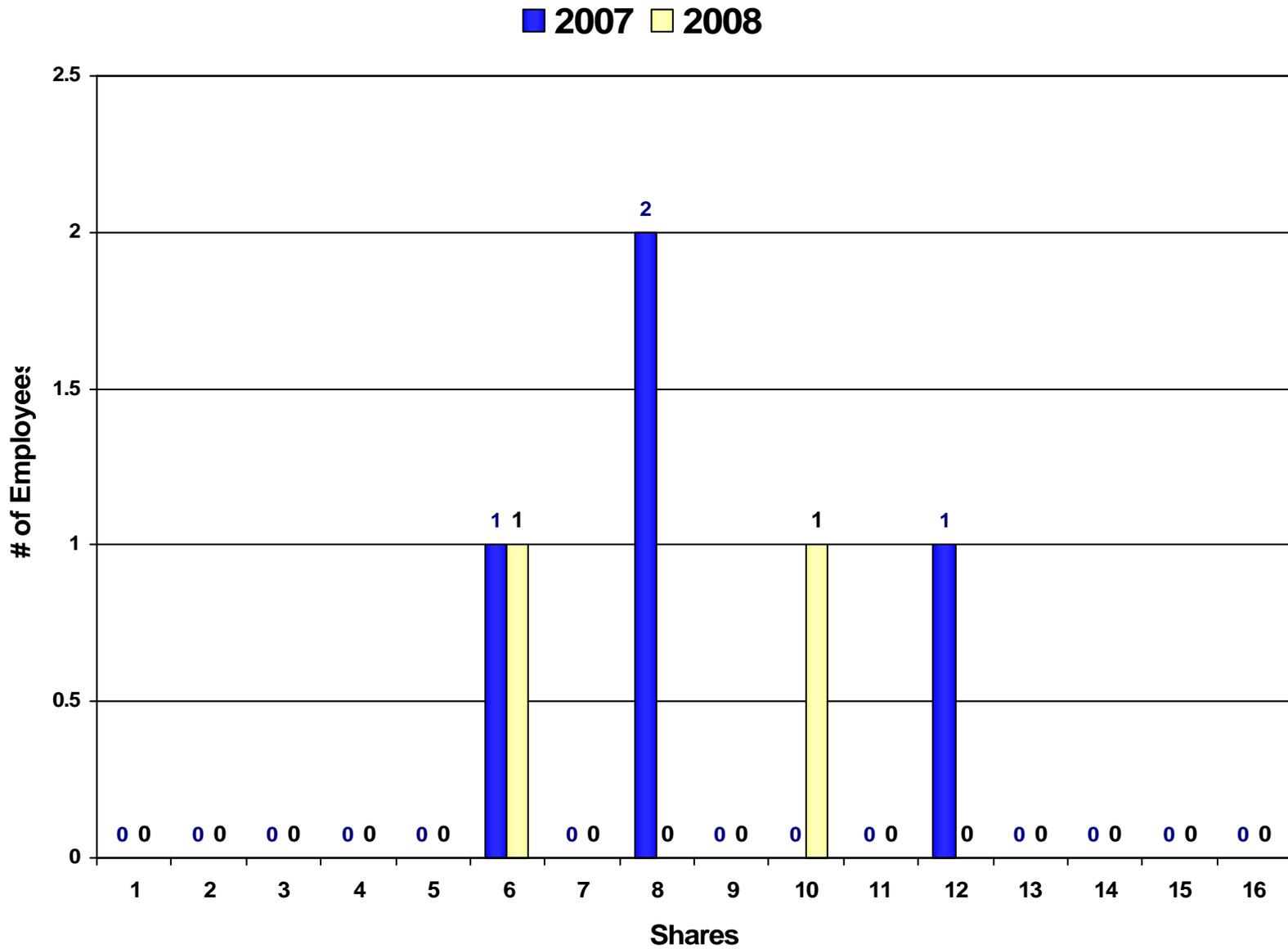
2008
Pay Pool Value:
\$28,828





Distribution of Shares SL/ST Ratings 2007-2008

MDA



OUSD(I)



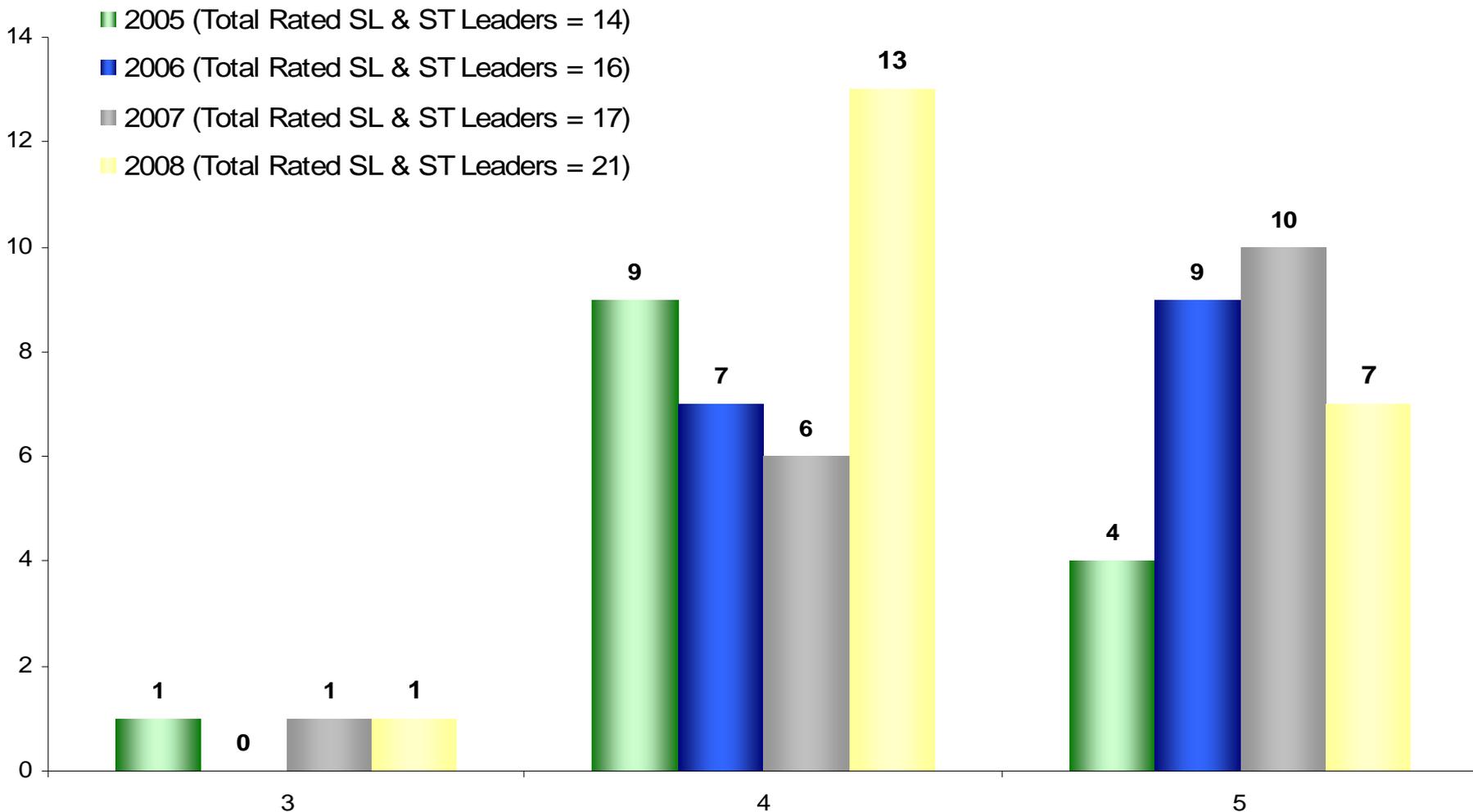


OUSD(I) Performance Appraisals

Results at a Glance:	2008
Total Number of SL/ST	22
Total Number of SL/ST Rated	21
Total Salaries of SL/ST	\$2,842,351
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12.8%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$363,821
Total Performance (Basic) Pay Increase Payouts	\$86,488
Avg. Performance (Basic) Pay Increase (Rated SL/ST)	\$4,118
Total Performance Bonus Payouts	\$275,616
Avg. Performance Bonus Payout (Rated SL/ST)	\$13,125
Unspent Pay Pool	\$1,717
Unspent Pay Pool (as % of Total Salaries)	0.06%
Total Performance Pay Increase Payouts (as % of Total Salaries)	3.04%
Total Performance Bonus (as % of Total Salaries)	9.70%

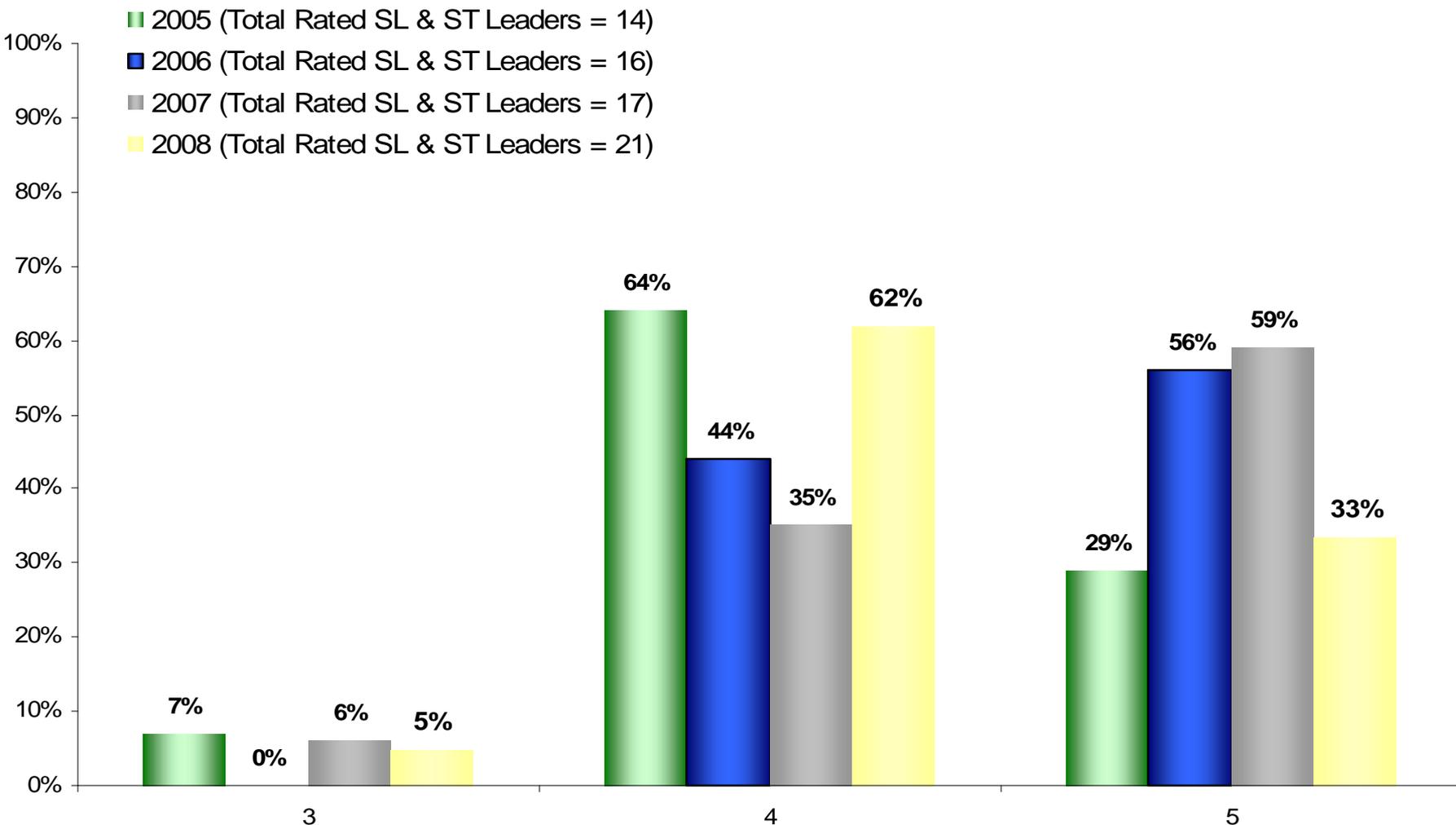


OUSD(I) Stratification 2005-2008 Comparison





OUSD(I) Stratification 2005-2008 Comparison





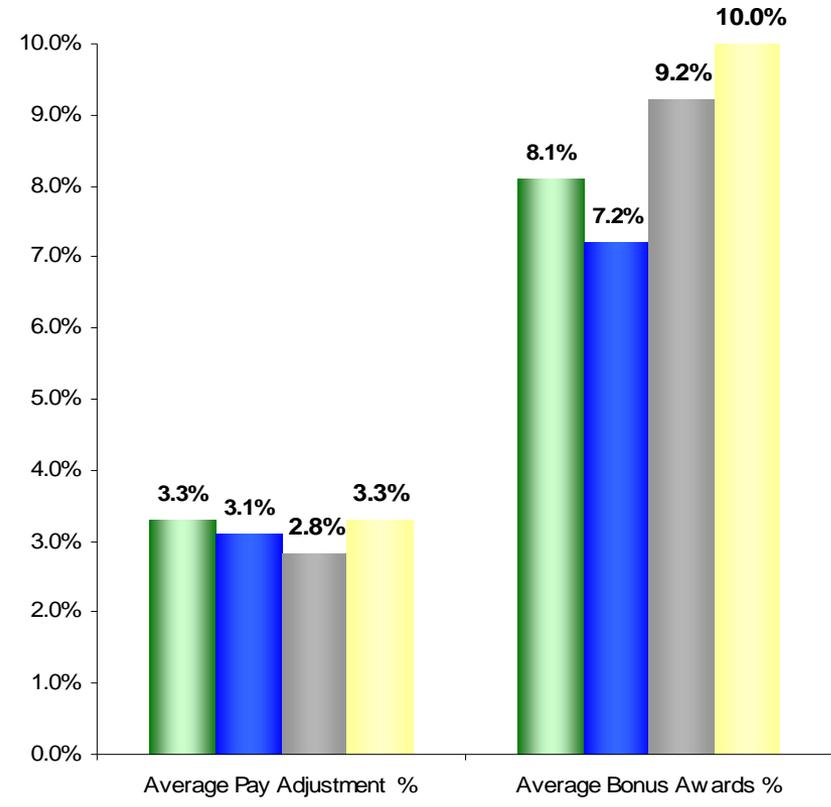
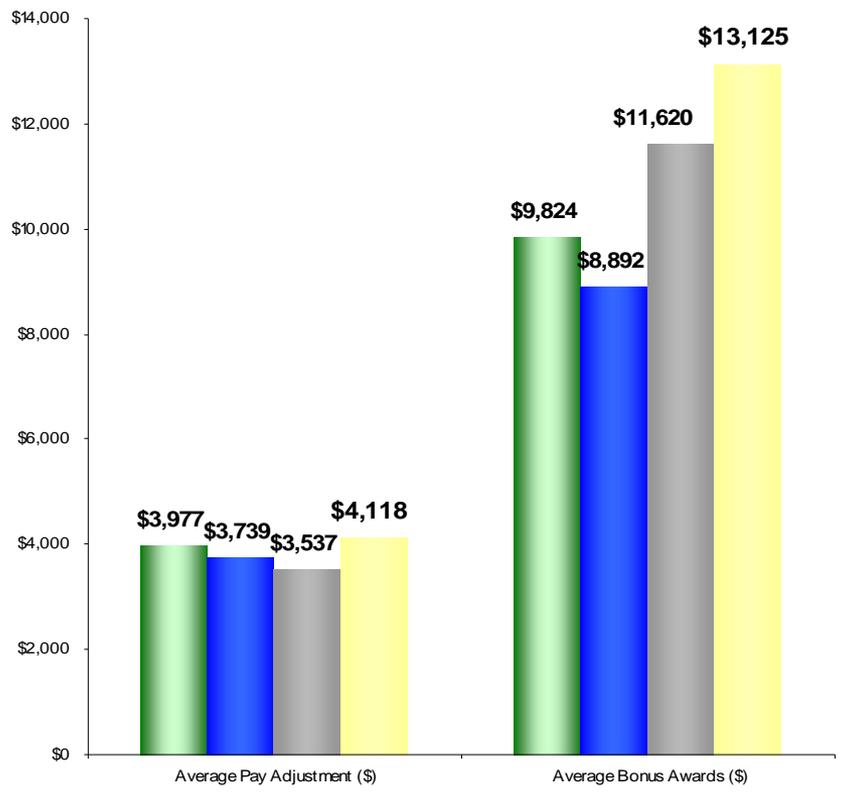
SL & ST Average Performance Pay Adjustment and Average Performance Bonus Award 2005-2008

(Dollars and Percentage)

OUSD(I)

Average Basic Pay: \$133,739

**2008
Pay Pool Value:
\$363,821**



■ 2005 ■ 2006 ■ 2007 ■ 2008

■ 2005 ■ 2006 ■ 2007 ■ 2008



Distribution of Shares SL/ST Ratings 2007-2008 OUSD(I)

