

DoD Senior Level and Scientific & Professional Pay-for-Performance Appraisals FY06 – FY10



***Prepared by
The Office of the Deputy Under Secretary of Defense
Civilian Personnel Policy
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For additional information, please contact Mary Lamary 703-696-4802



Contents





FY10 Year in Review

□ FY10 ratings distribution:

- 18% rated got a 3; 58% rated got a 4 ; 24% rated got a 5

□ The **FY10 pay freeze** resulted in:

- **Total performance-based bonus payment was the same, but the allocation between salary adjustment and bonus was retroactively shifted.**
- There were no Performance Pay Adjustments in FY10, compared to the FY09 Average Performance Pay Adjustment of \$3,094.
- Average Performance Bonus for SL/ST **shifted down** from \$13,561 to \$9,401.

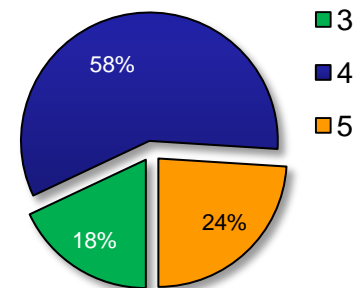
□ **Common Pay Pool Funding Factor of up to 7.5%** decreased from FY09's factor of 13%

- **This decrease reflects the Department's commitment to financial austerity.**

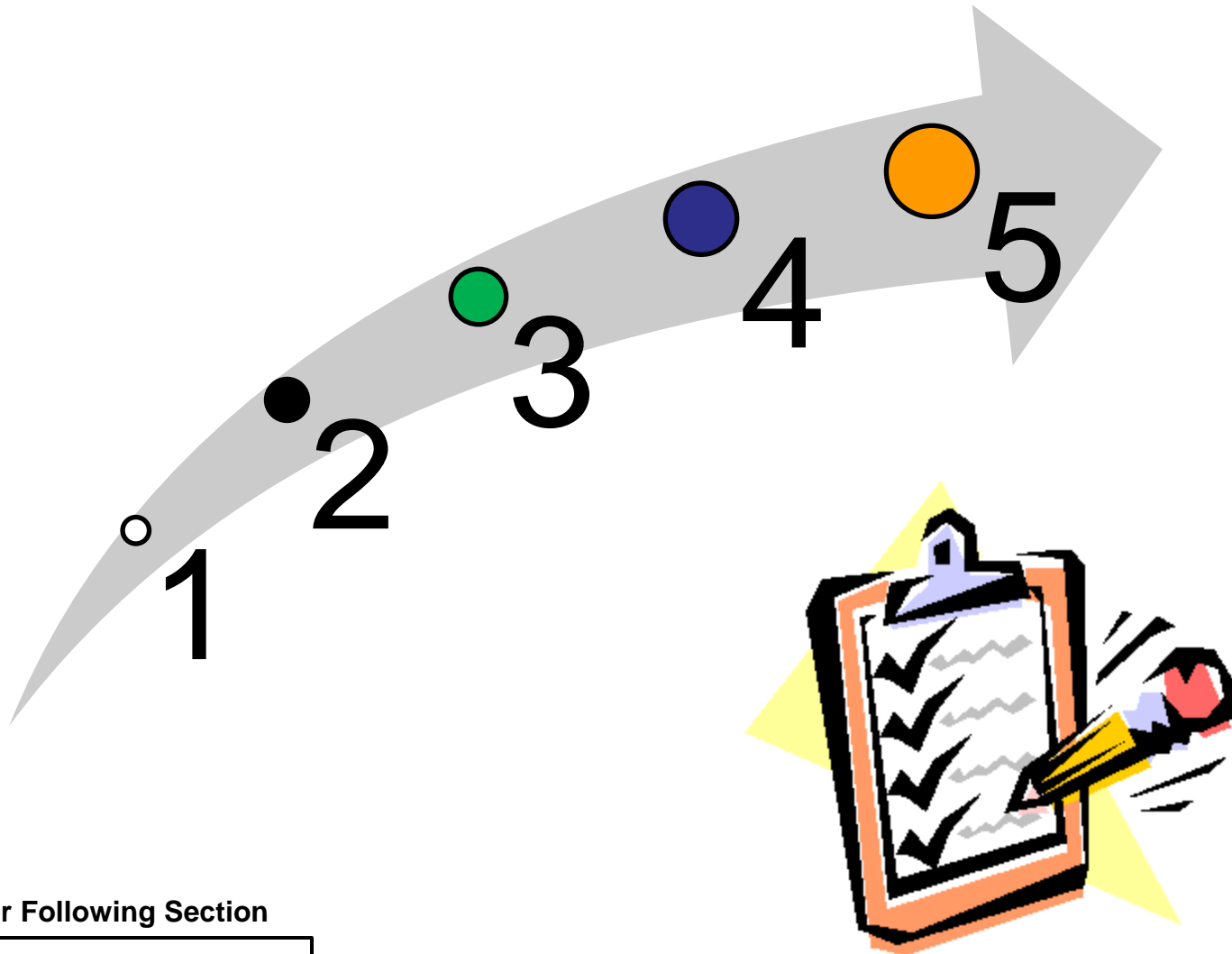
□ In FY10, **96.5% of SL/ST received a bonus.**

□ **0 SL/ST rated at Level 2 in FY10.**

FY10 Ratings Distribution



Ratings



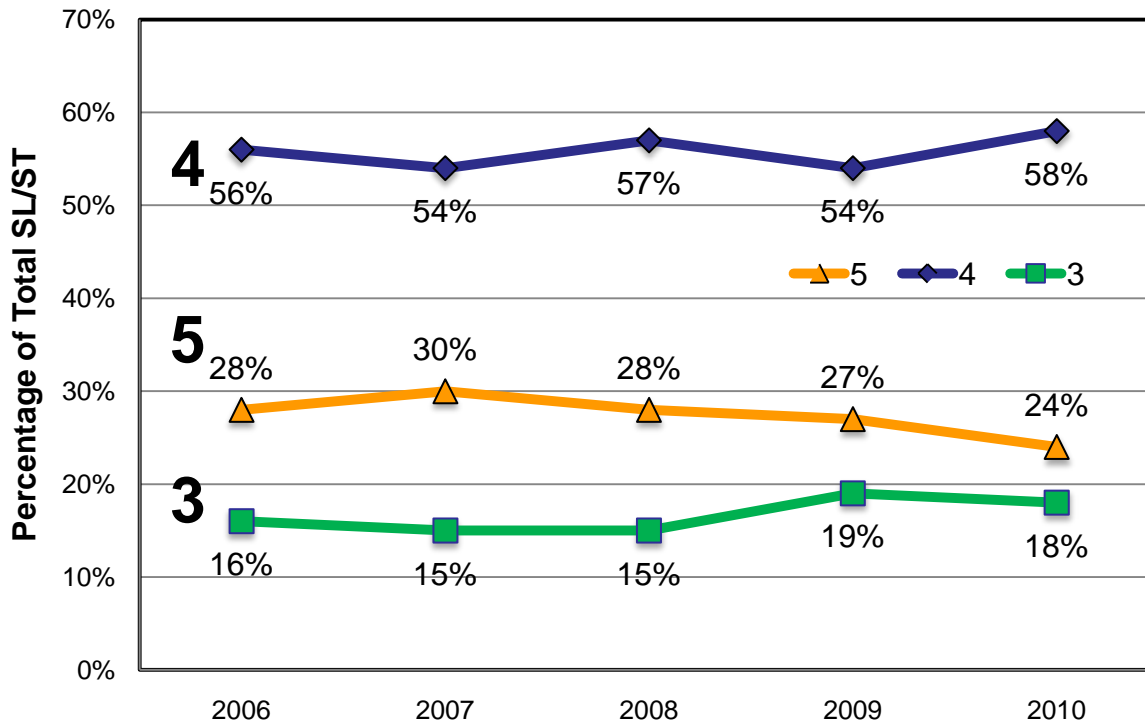
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2 3 4 5



Ratings Year-To-Year Trends, FY06 – FY10

DoD SL/ST Ratings, FY06 – FY09



On average, 56% of DoD SL/ST typically receive a 4, 27% receive a 5, and all but a few of the remaining 16% receive a 3.

Level 3 Trends

- Consistently around 16% since FY06
- Decreased from 19% in FY09 to 17% in FY10
- Average of 16.4% of DoD SL/ST have been rated 3 since FY06
- Standard Deviation of 1.82%

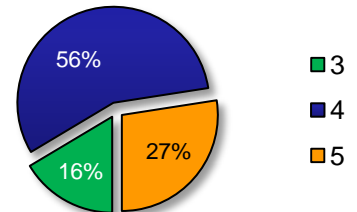
Level 4 Trends

- Consistently around 55% since FY06
- Increased from 54% in FY09 to 58% in FY10
- Average of 56% of DoD SL/ST have been rated 4 since FY06
- Standard Deviation of 1.79%

Level 5 Trends

- Consistently around 28% since FY06
- Decreased from 27% in FY08 to 24% in FY09
- Average of 27.4% of DoD SL/ST have been rated 5 since FY06
- Standard Deviation of 2.19%

Typical Ratings Distribution



199 SL/ST rated in FY10

Share Distribution



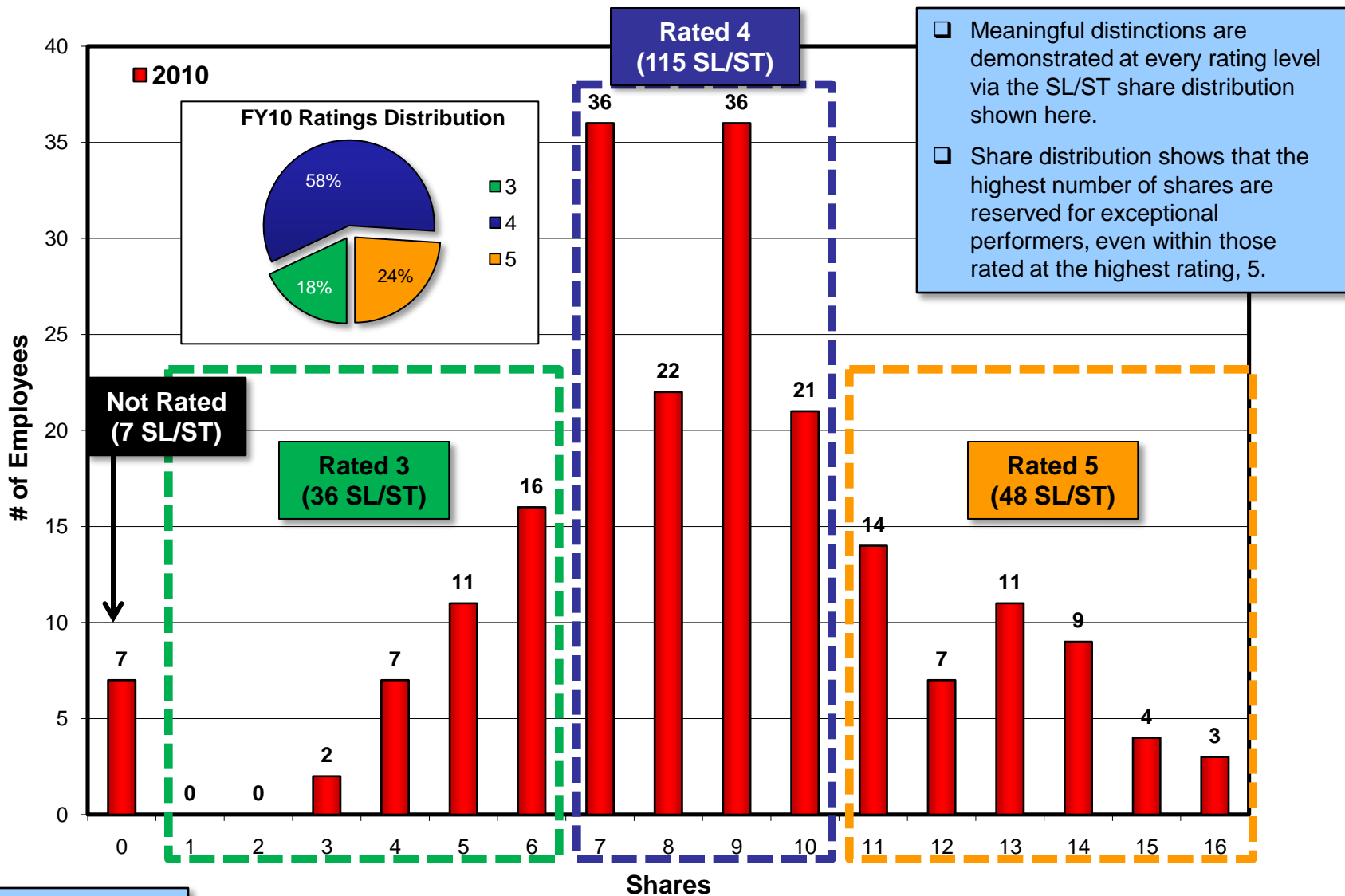
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■ 2006 ■ 2007 ■ 2008 ■ 2009 ■ 2010



SL/ST Share Distribution *By Rating*, FY10



199 SL/ST rated in FY10

FY10 Salaries

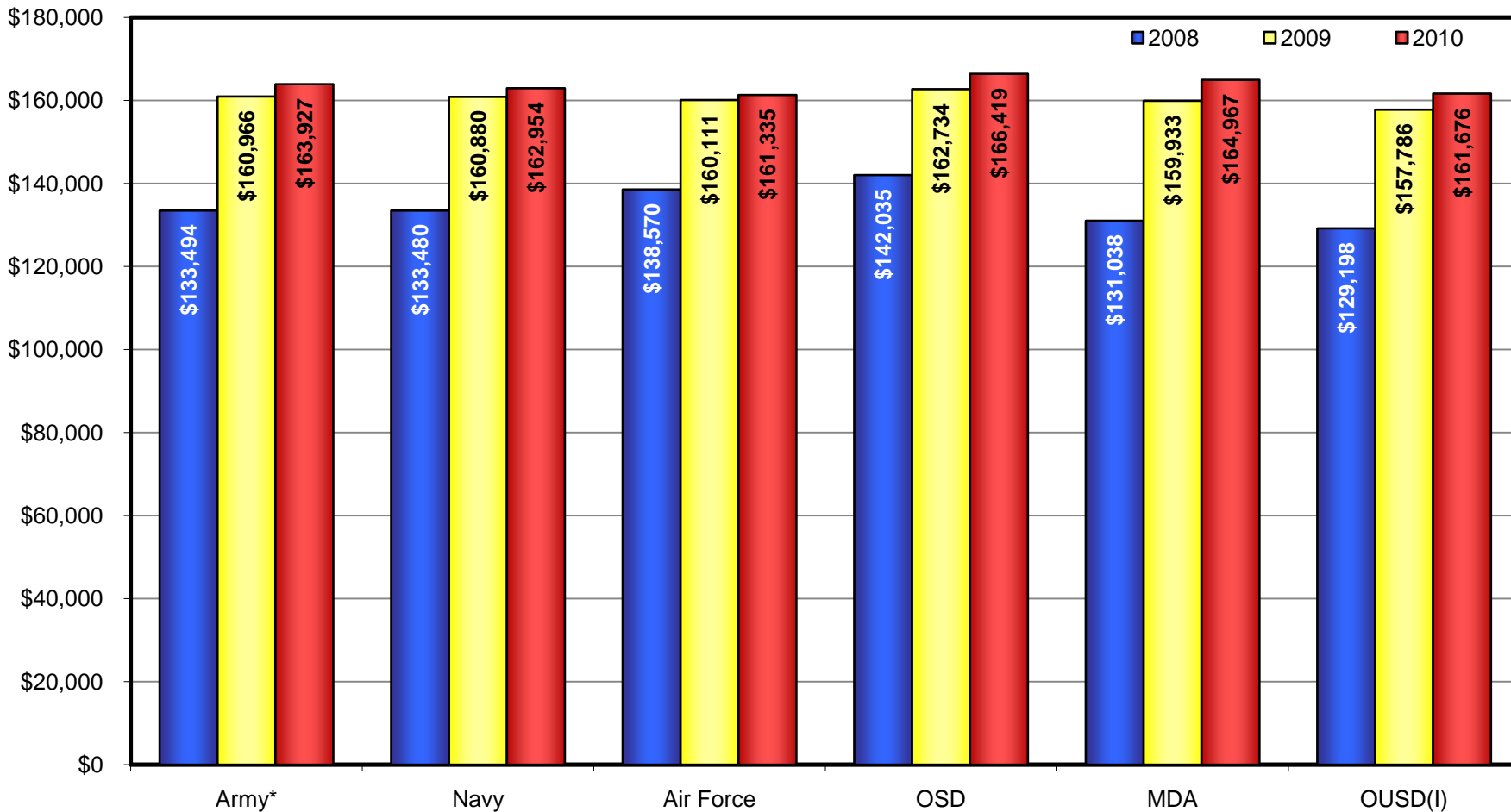


Legend For Following Section

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DoD All Rated SL/ST Average Basic Pay *Before Adjustment* By Component, FY08 – FY10



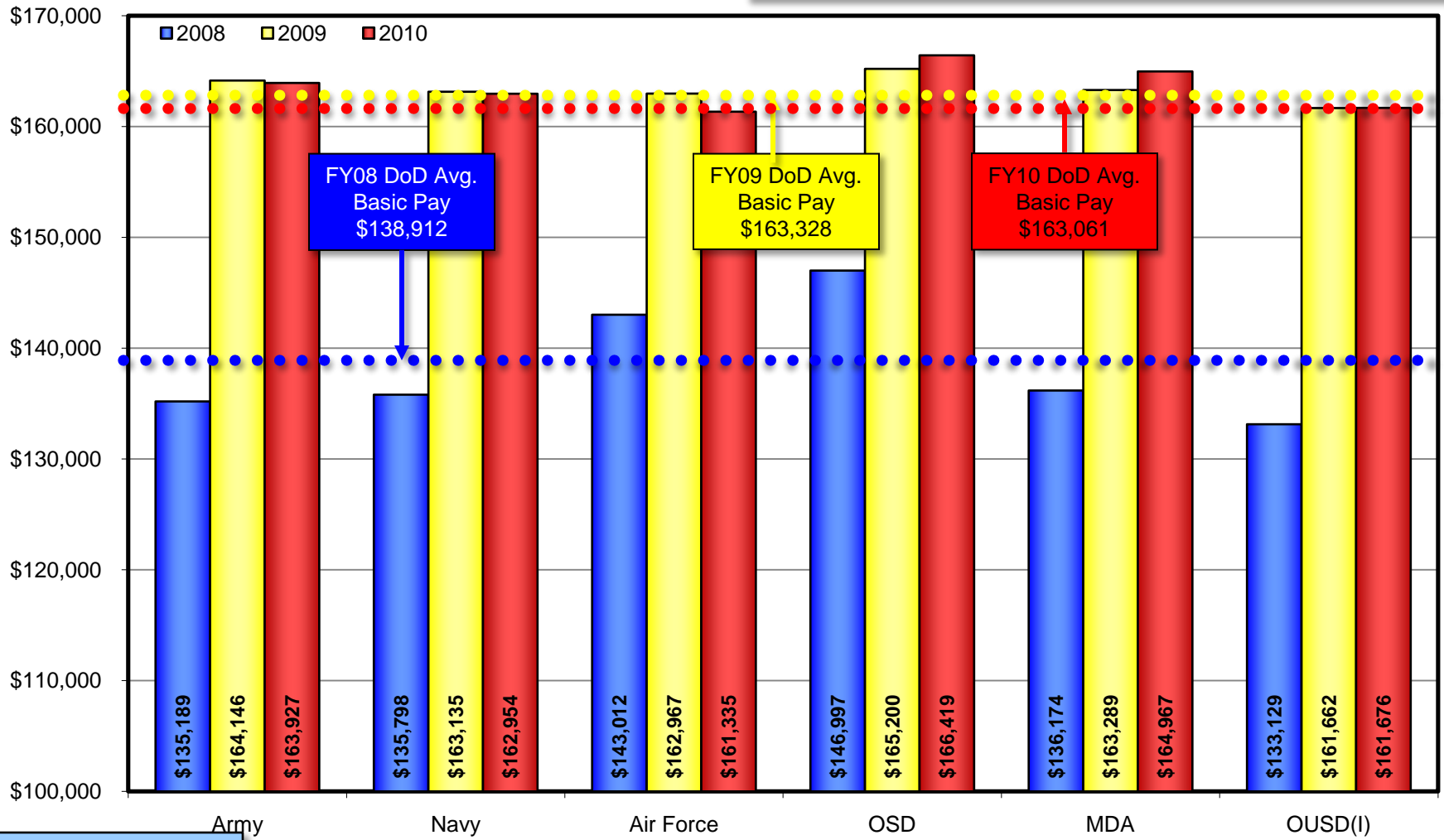
199 SL/ST rated in FY09

*There are errors in the FY08 OPM data for Army, hence the discrepancy in their lower salary.



DoD All Rated SL/ST Average Basic Pay *After Adjustment* by Component, FY08 – FY10

□ Minimal change from FY09 to FY10 due to mandatory DoD-wide pay freeze.



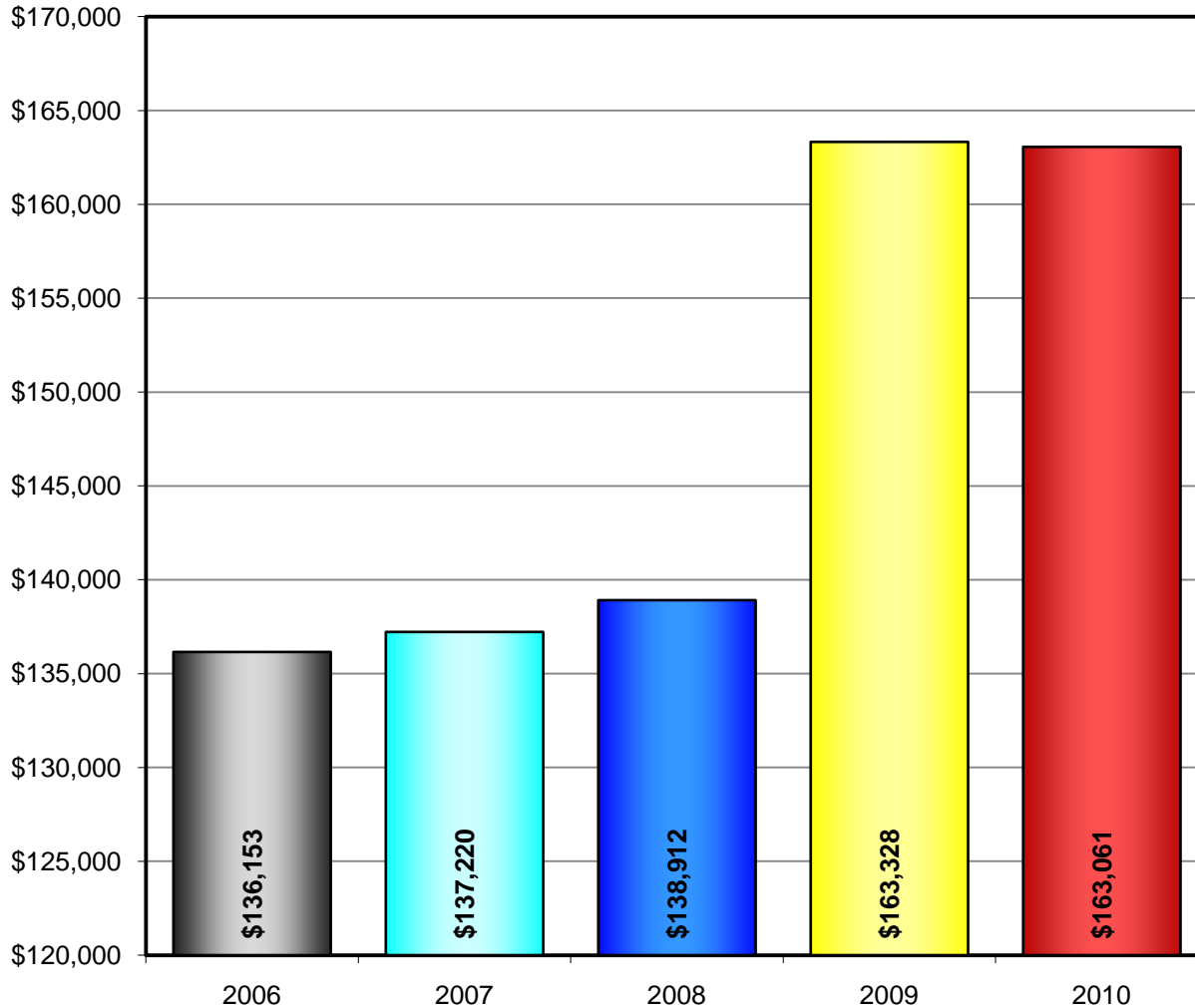
199 SL/ST rated in FY10

*There are errors in the FY08 OPM data for Army, hence the discrepancy in their lower salary.



DoD SL/ST Average Basic Pay After Adjustment Trends, FY06 – FY10

Total DoD SL/ST Average Basic Pay
(After FY10 Pay Adjustments)



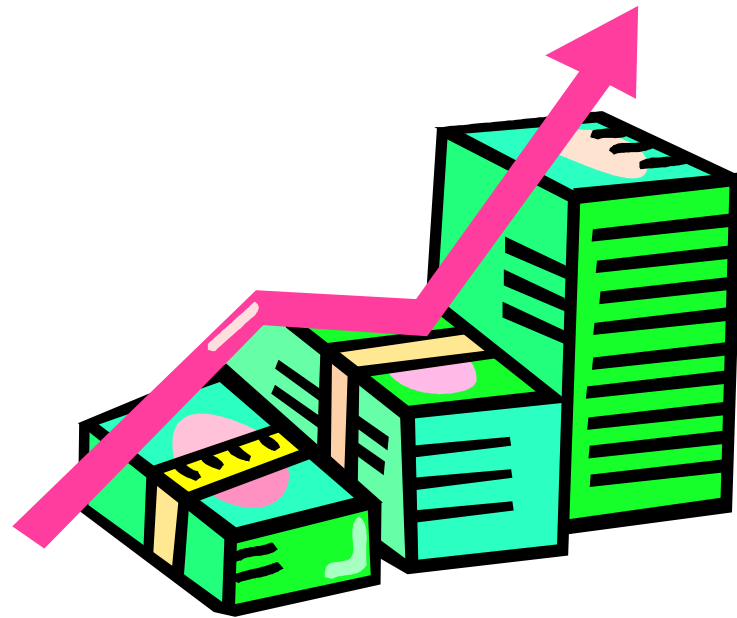
Large increase from FY08 to FY09 is because of inclusion of locality pay into base salaries for SL/ST.

Similar average basic pay in FY09 and FY10 due to pay freeze preventing FY10 pay adjustments

199 SL/ST rated in FY10

Performance Pay Adjustments

This section shows data for the Total Pay Adjustment earned by the SL/ST – not the 1.5% that was paid out in January 2010.

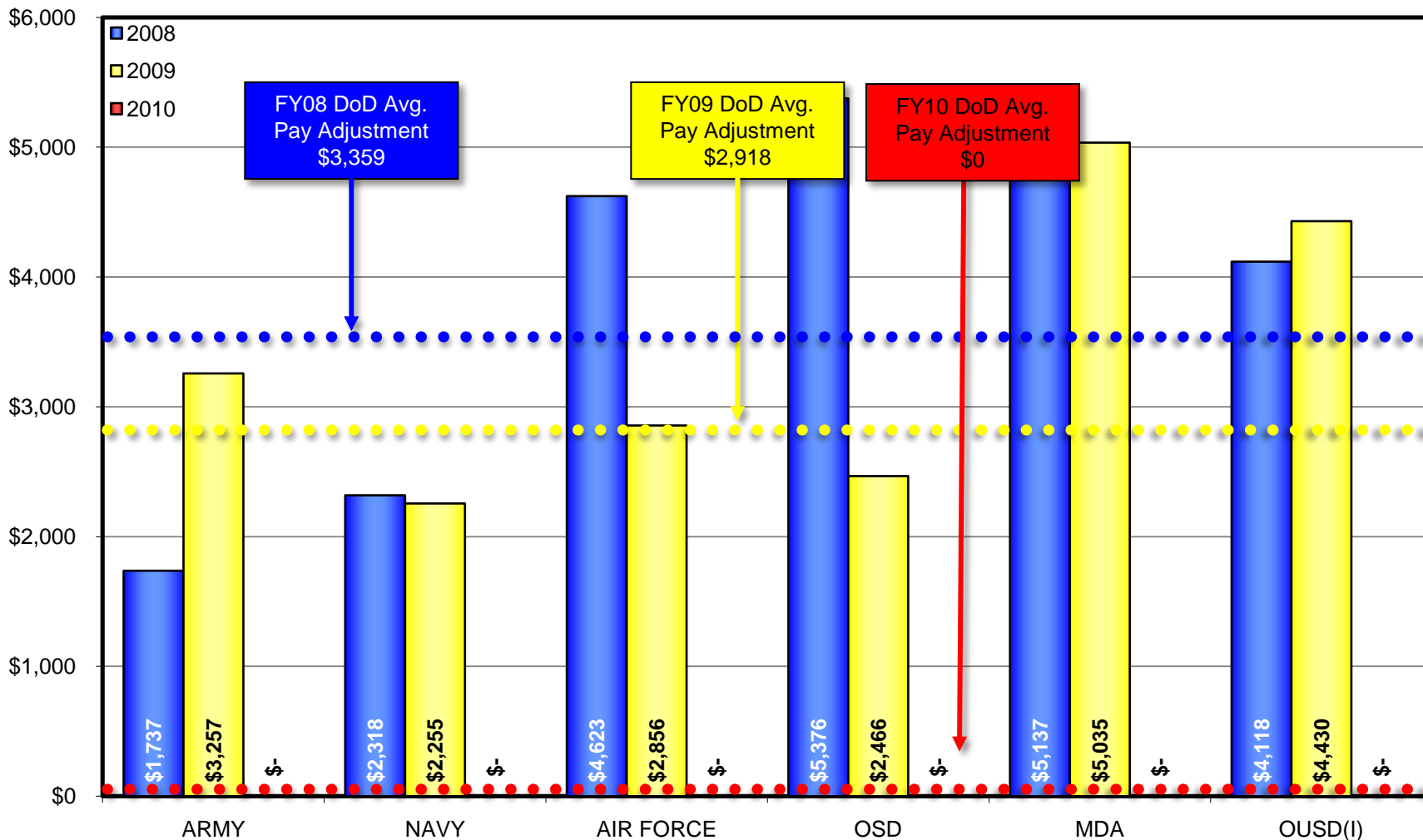


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■ 2006	■ 2007	■ 2008	■ 2009	■ 2010



DoD SL/ST Average Performance Pay Adjustment by Component, FY08 – FY10*



199 SL/ST rated in FY10

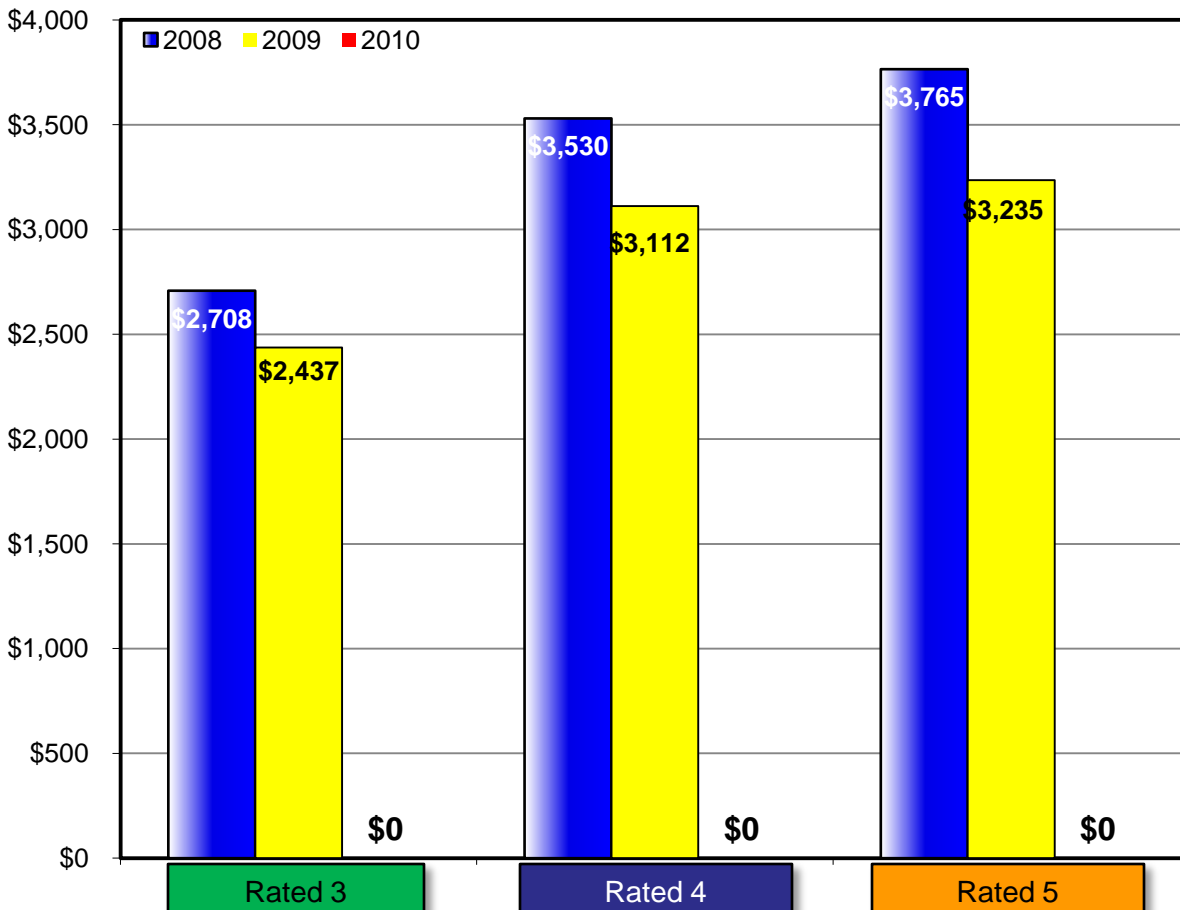
*FY10 reflects Governmentwide Pay Freeze

OUSD(I) not included in FY07



DoD SL/ST Average Performance Pay Adjustment by Rating, FY08 – FY10*

Average Performance Pay Adjustment by Rating Level



FY08 Trends

- 179 rated SL/ST
- Those rated 4 received a 30% larger pay adjustment that those rated 3
- Those rated 5 received a 7% larger pay adjustment that those rated 4

FY08 Trends

- 187 rated SL/ST
- Those rated 4 received a 28% larger pay adjustment that those rated 3
- Those rated 5 received a 4% larger pay adjustment that those rated 4

FY10 Trends

- 199 rated SL/ST
- Regardless of rating, no SL/ST received a pay adjustment this year

*FY10 reflects Governmentwide Pay Freeze

- ❑ The difference in Performance Pay Adjustment dollar amounts among the different ratings has been decreasing since FY08.
- ❑ There is a large increase (30% - 60%) in Adjustment from Rating 3 to Rating 4, but only a small increase (less than 10%) in Adjustment from Rating 4 to Rating 5.

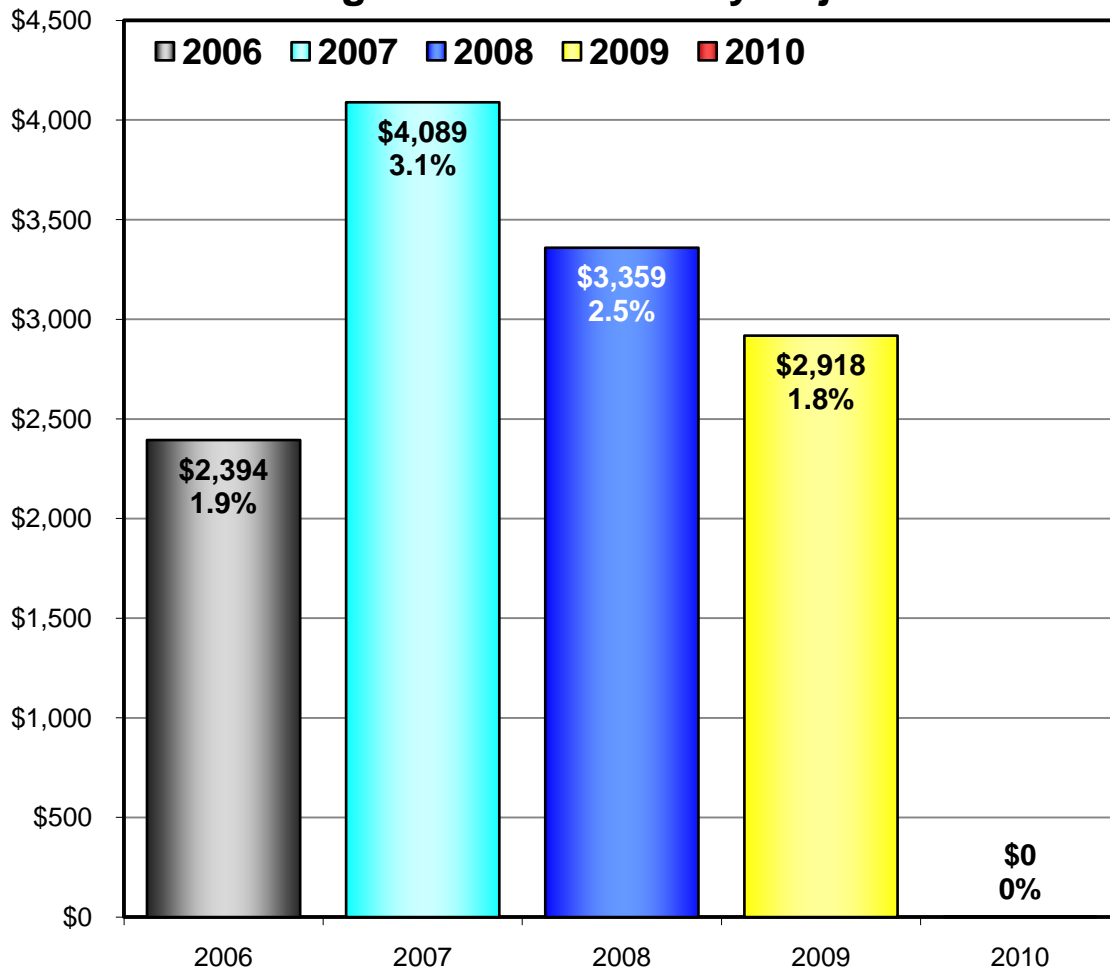
199 SL/ST rated in FY10



DoD SL/ST Average Performance Pay Adjustment Trends, FY05 – FY10*

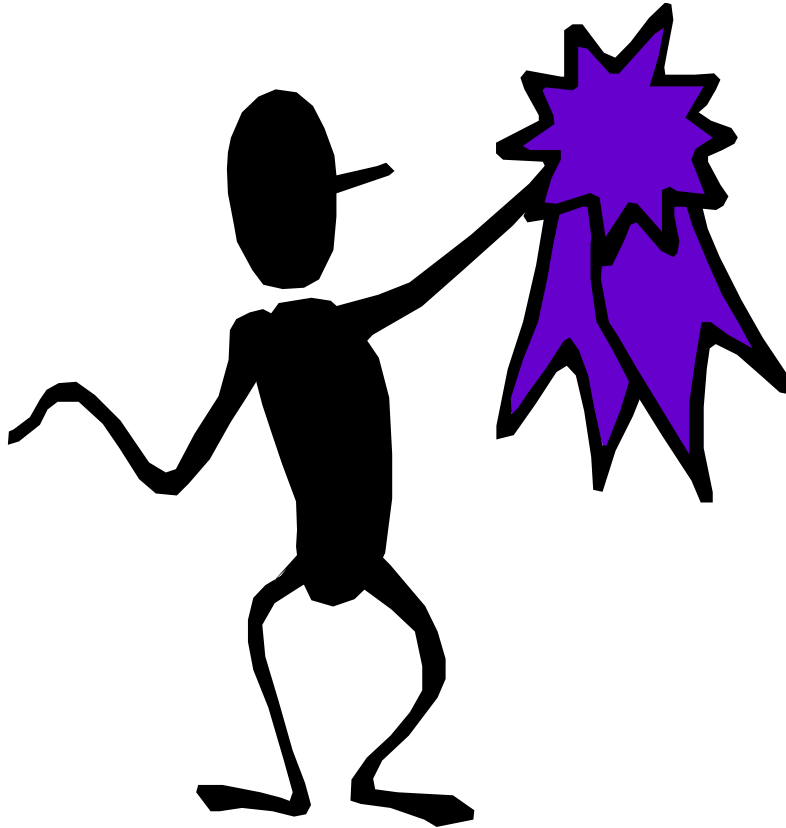
Average Performance Pay Adjustment

199 SL/ST rated in FY10

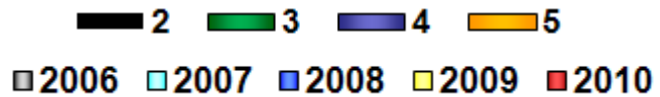


*FY10 reflects Governmentwide Pay Freeze

Performance Bonuses

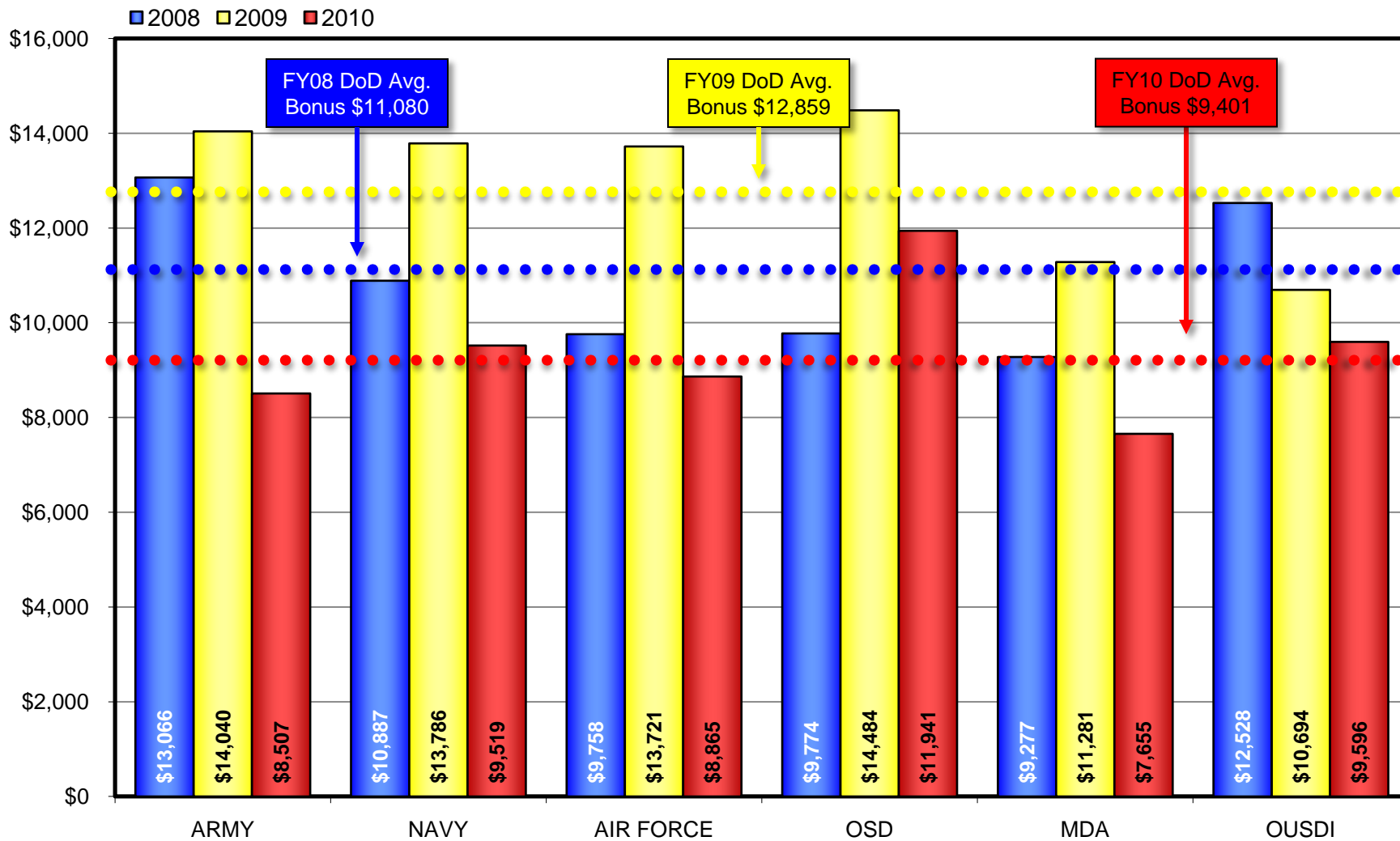


Legend For Following Section





DoD SL/ST Average Bonus by Component, FY08 – FY10



199 SL/ST rated in FY10



DoD SL/ST Average Bonus by Rating, FY08 – FY10

FY08 Trends

- 179 rated SL/ST
- Those rated 4 received a 99% larger performance bonus than those rated 3
- Those rated 5 received a 59% larger performance bonus than those rated 4

FY09 Trends

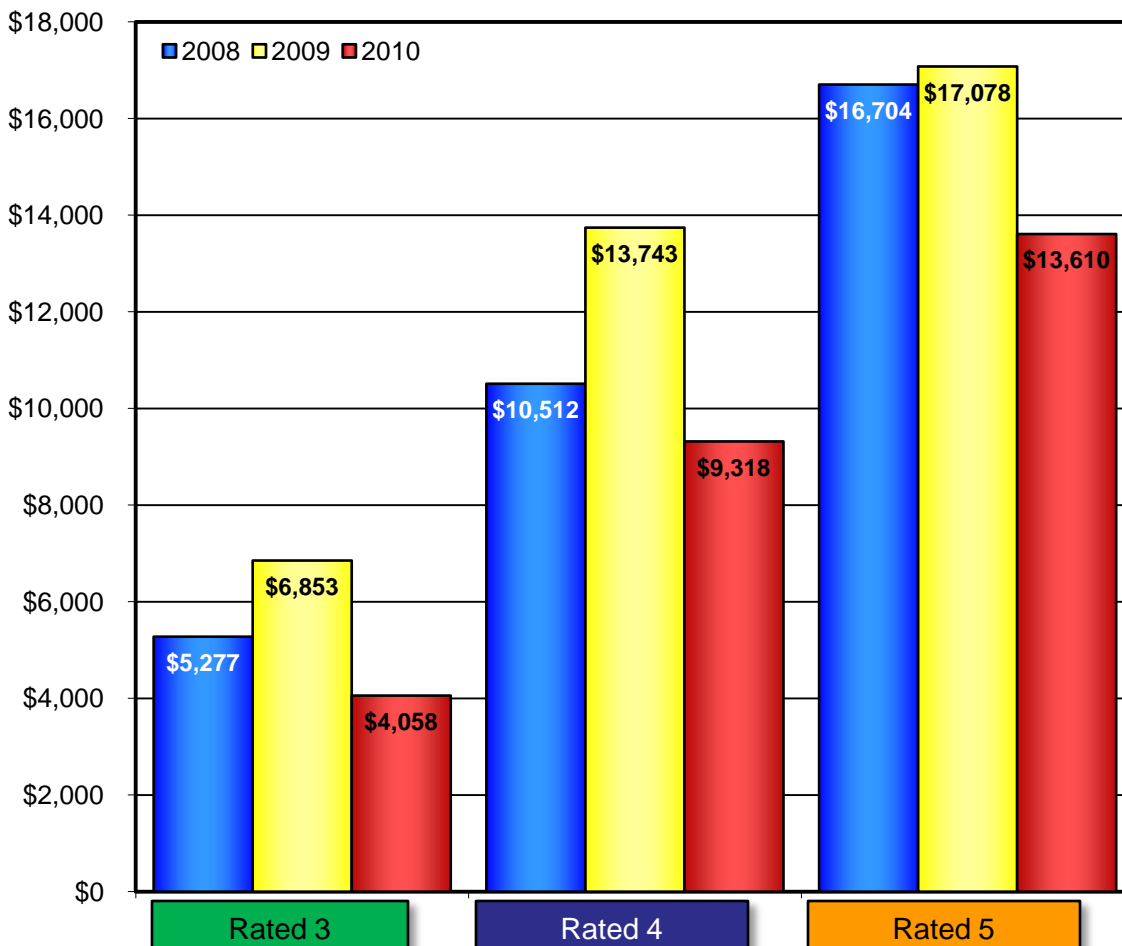
- 187 rated SL/ST
- Those rated 4 received a 100% larger performance bonus than those rated 3
- Those rated 5 received a 25% larger performance bonus than those rated 4

FY10 Trends

- 199 rated SL/ST
- Significantly lower bonus payouts for all rating levels due to Governmentwide pay freeze and resulting fiscal conservancy
- Those rated 3 received a 56% larger performance bonus than those rated 4
- Those rated 5 received a 32% larger performance bonus than those rated 4
- Atmosphere of fiscal conservancy promotes even greater distinction in bonus payouts by rating

199 SL/ST rated in FY10

Average Performance Bonus by Rating Level



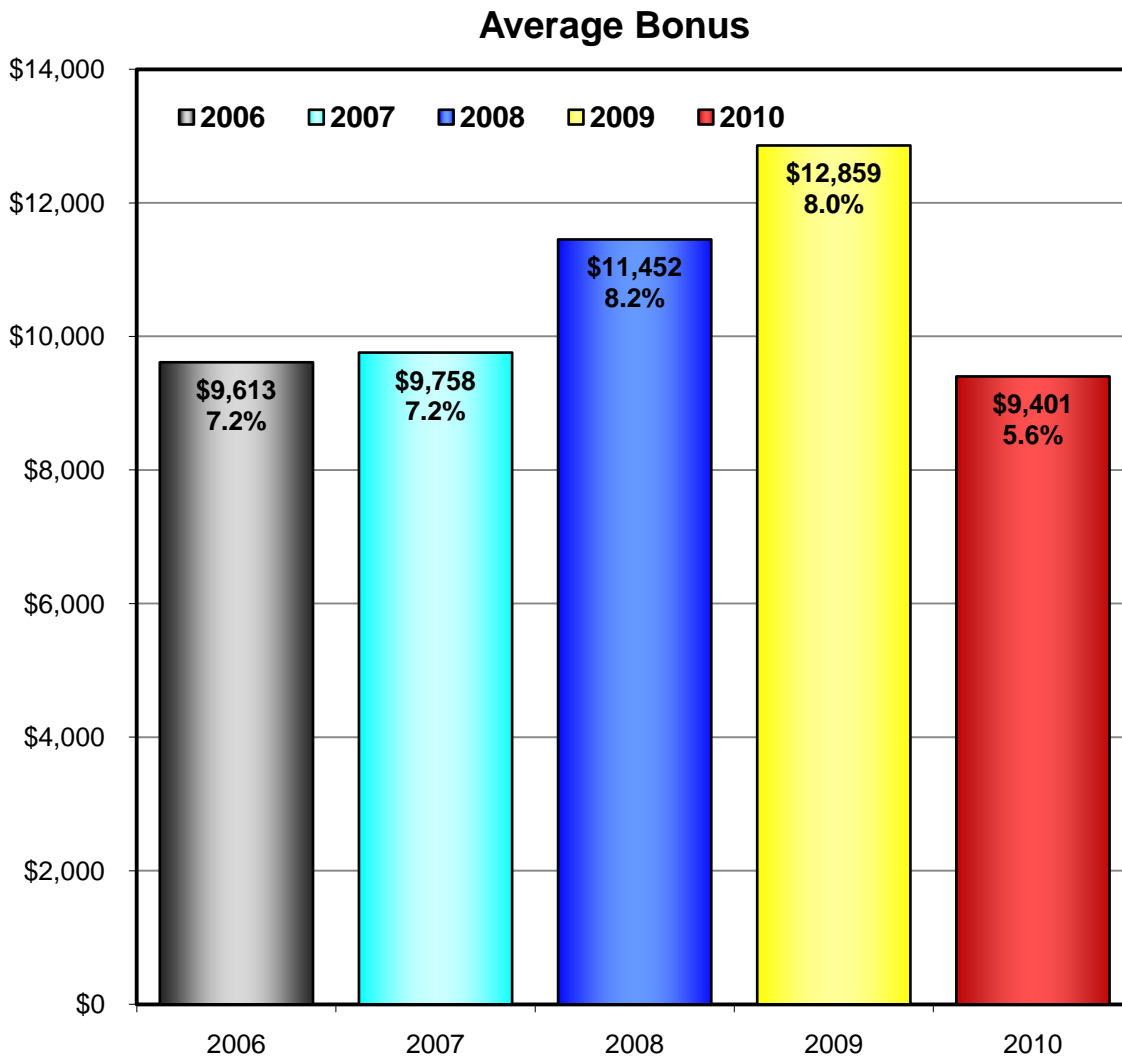


DoD SL/ST Average Performance Bonus Trends, FY06 – FY10

199 SL/ST rated in FY09

FY10 Bonus is approximately 15% lower than FY09 Bonus

96.4% of Rated SL/ST received a Bonus in FY10



Total Performance Payout



Legend For Following Section

2006	2007	2008	2009	2010
2	3	4	5	



DoD SL/ST Total Compensation by Component and Rating, FY10

Average Total Compensation by Component

Average Total Compensation by Rating Level



199 SL/ST rated in FY10

FY10 Additional Back-Up Analyses



Legend For Following Section

■ 2	■ 3	■ 4	■ 5	
■ 2006	■ 2007	■ 2008	■ 2009	■ 2010

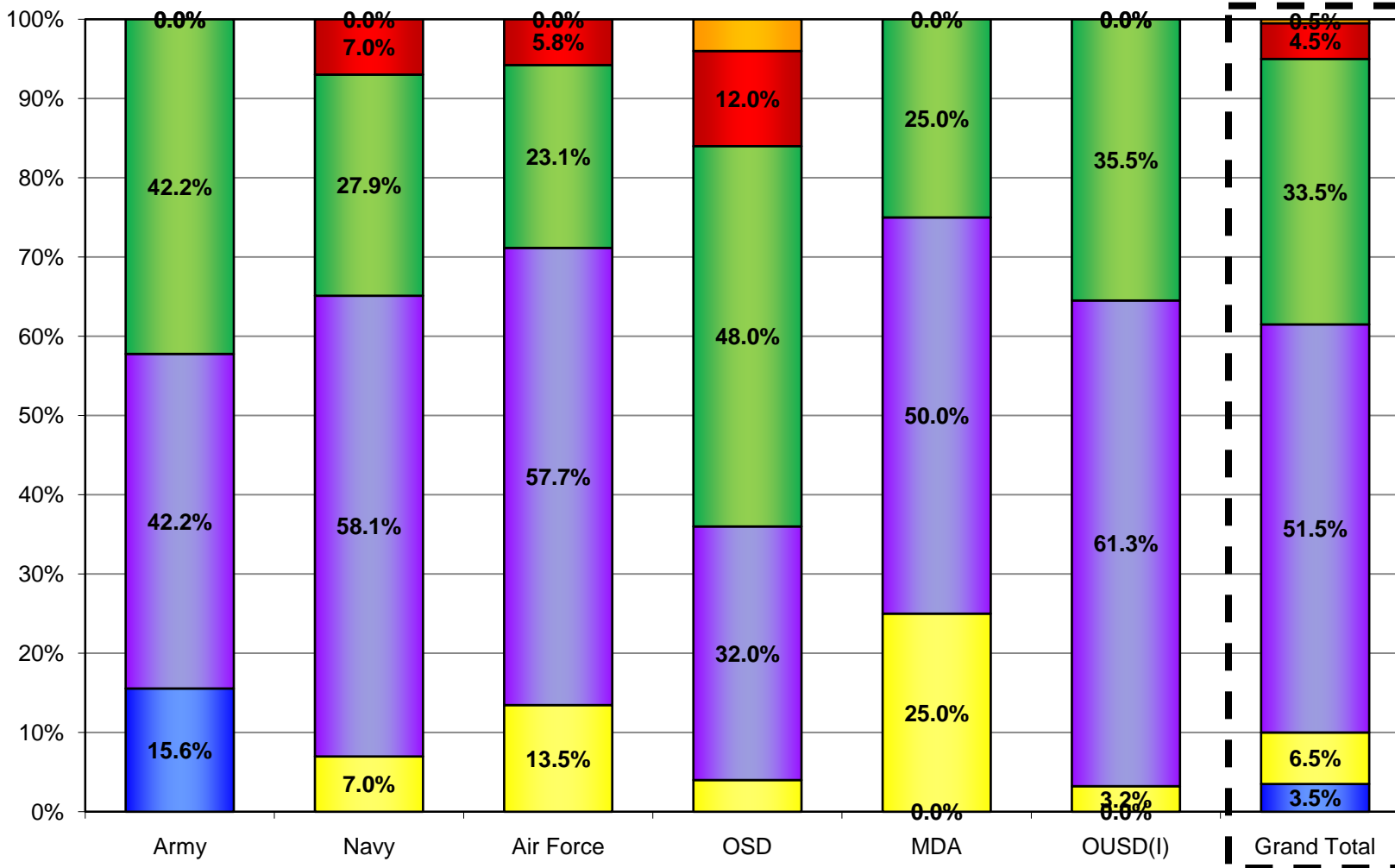


DoD SL/ST Performance Payout Results, FY06 – FY10

Results at a Glance (for DoD-Wide, Rated SL/ST)	FY06	FY07	FY08		FY09		FY10
Total Number of SL/ST	160	155	185		193		206
Total Number of SL/ST rated		154	179		187		199
Number of Executives Rated / Not Rated	*	154 / 1	179 / 6		187 / 6		199/7
Performance Rating Levels	Level 2 (0 %) Level 3 (16%) Level 4 (56%) Level 5 (28%)	Level 2 (1 %) Level 3 (16%) Level 4 (56%) Level 5 (27%)	Level 2 (0%) Level 3 (15%) Level 4 (57%) Level 5 (28%)		Level 2 (0%) Level 3 (20%) Level 4 (53%) Level 5 (27%)		Level 2 (0%) Level 3 (18%) Level 4 (58%) Level 5 (24%)
Total Salaries of SL/ST	\$20,082,052	\$20,775,376	\$26,969,775		\$30,959,163		\$33,590,641
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	10%	12%	Army	11.0%	Army	11.0%	7.5%
			Navy	13.0%	Navy	10.5%	
			AF	11.0%	AF	11.0%	
			OSD	11.0%	OSD	11.0%	
			MDA	11.0%	MDA	11.0%	
			OUSDI	12.8%	OUSDI	11.0%	
Pay Pool Value (Pay Pool Funding Factor * Total Salaries of all covered executives)	\$2,008,205	\$2,493,045	\$3,141,911		\$3,370,114		\$2,519,298
Unspent Pay Pool (\$)	\$262,921	\$360,534	\$470,615		\$325,236		\$648,427
Unspent Pay Pool (as % of Total Salaries)	1.31%	1.74%	1.74%		1.05%		2%
Total Performance Pay Adjustment Payouts (\$)	\$340,942	\$629,738	\$621,460		\$563,133		N/A
Average Performance Pay Adjustment (\$)	*	\$4,089	\$3,472		\$2,918		N/A
Average Salary after Performance Adjustments	*	\$138,111	\$138,912		\$163,328		\$163,061
Total Performance Pay Increase Payouts (as % of Total Salaries)	1.70%	3.03%	2.30%		1.82%		0%
Total Performance Bonus Payouts (\$)	\$1,404,342	\$1,502,773	\$2,049,836		\$2,481,745		\$1,870,871
Average Performance Bonus Payout (\$)	*	\$9,758	\$11,452		\$12,859		\$9,401
Total Performance Bonus (as % of Total Salaries)	7.24%	7.23%	7.60%		8.0%		5.6%
Percent of Rated SL/ST Members Receiving Bonus	*	98.1%	93.0%		94.8%		96.4%



SL/ST Performance Bonuses, FY10



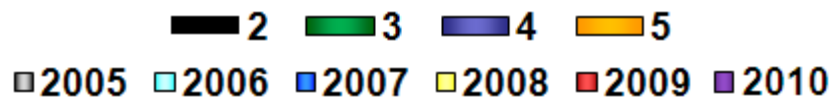
■ > \$20,000
 ■ \$15,001 - \$20,000
 ■ \$10,001 - \$15,000
 ■ \$5,001 - \$10,000
 ■ \$1 - \$5,000
 ■ \$0

199 SL/ST rated in FY10

Air Force SL/ST FY10



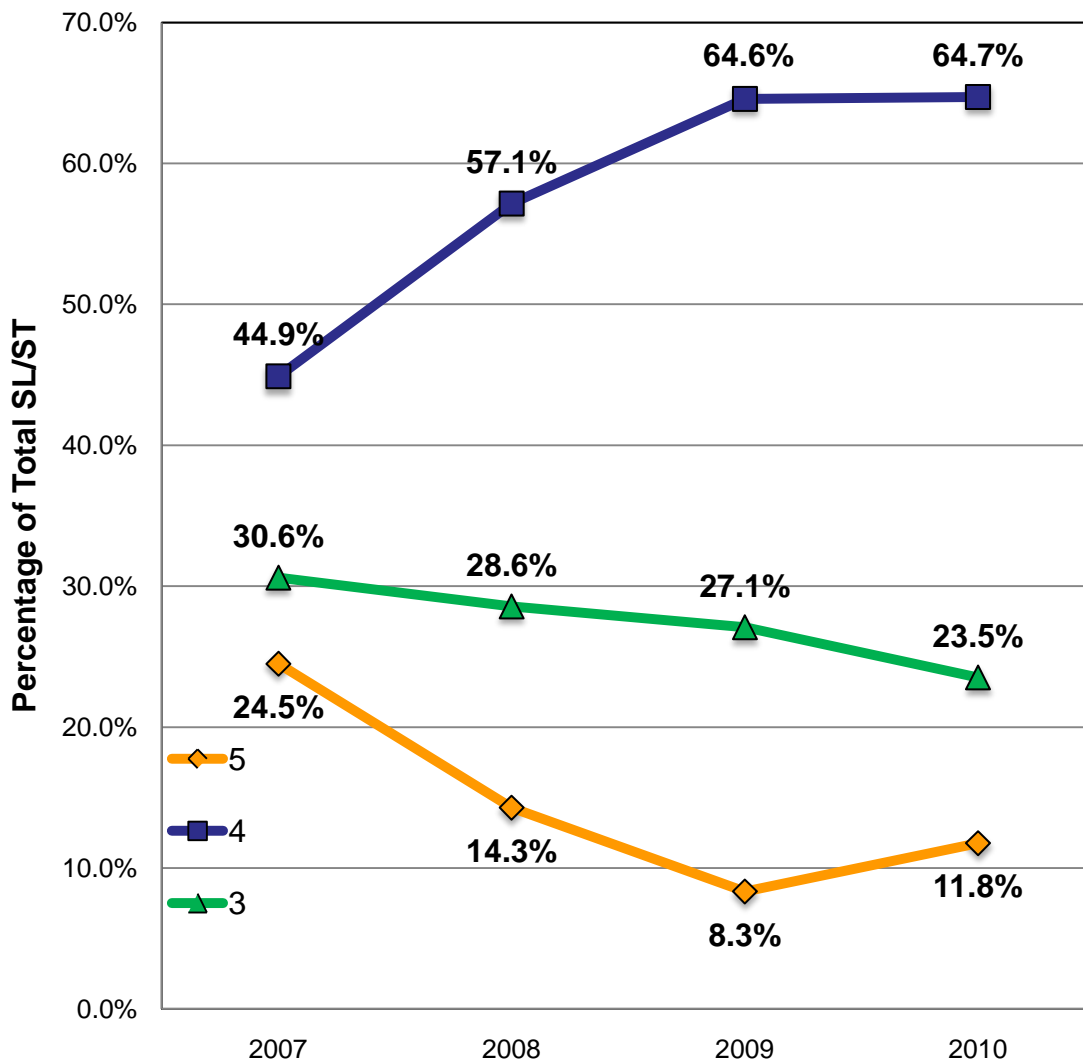
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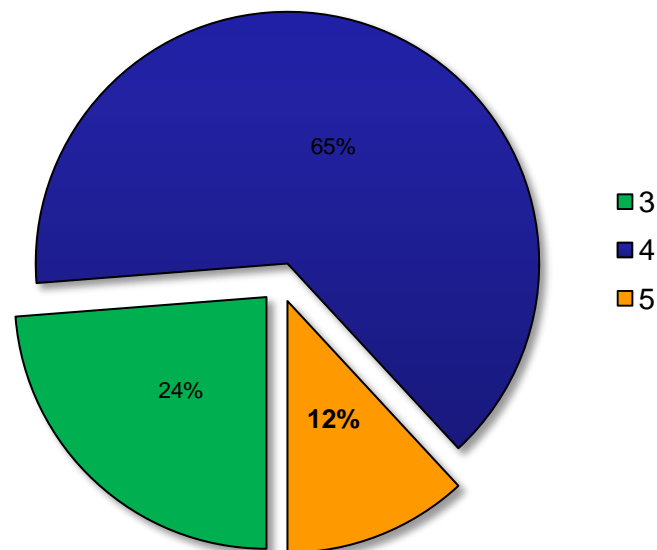


Air Force Ratings Year-to-Year Trends, FY07 – FY10

Air Force SL/ST Ratings, FY07 – FY10

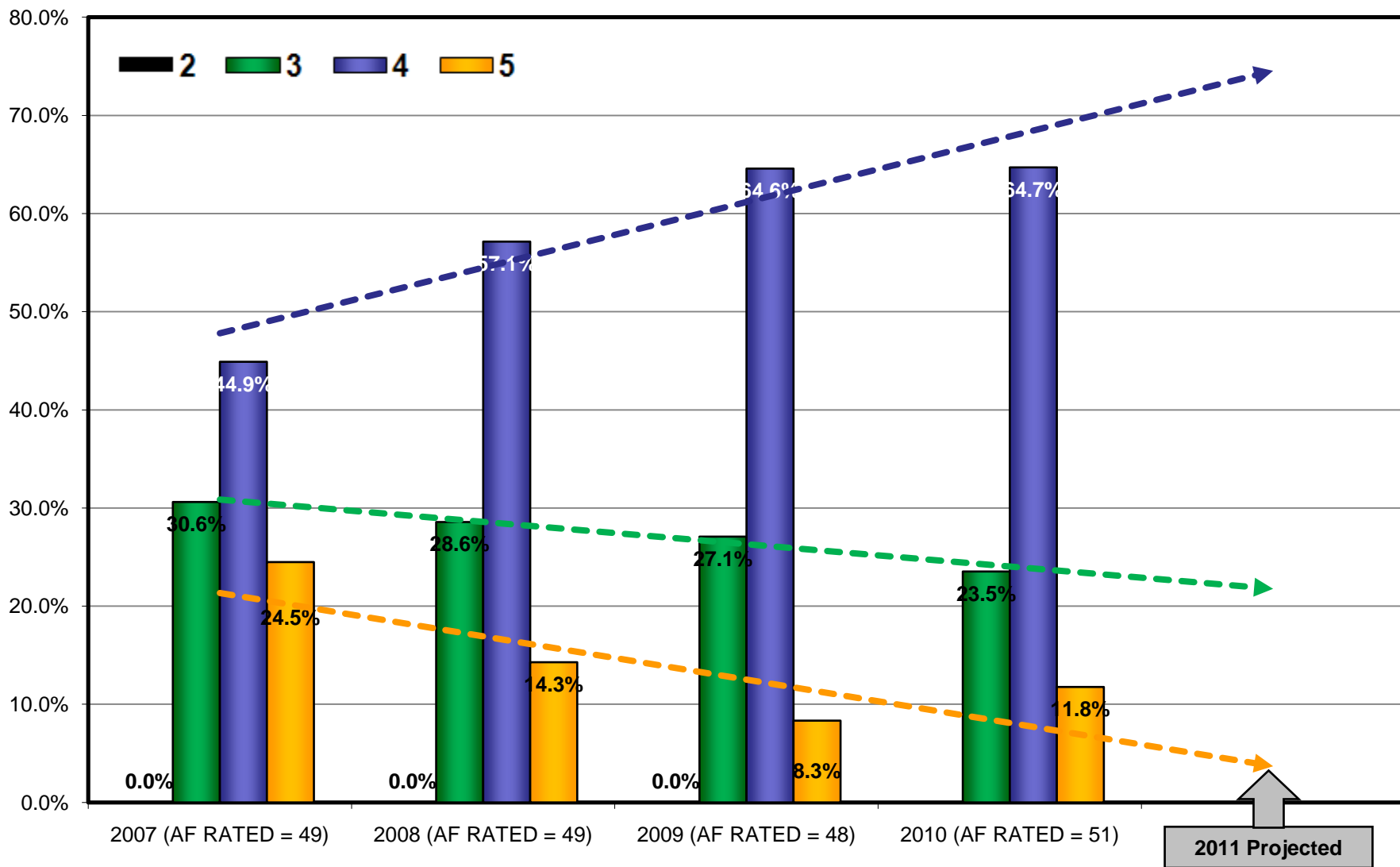


Average AF Ratings Distribution



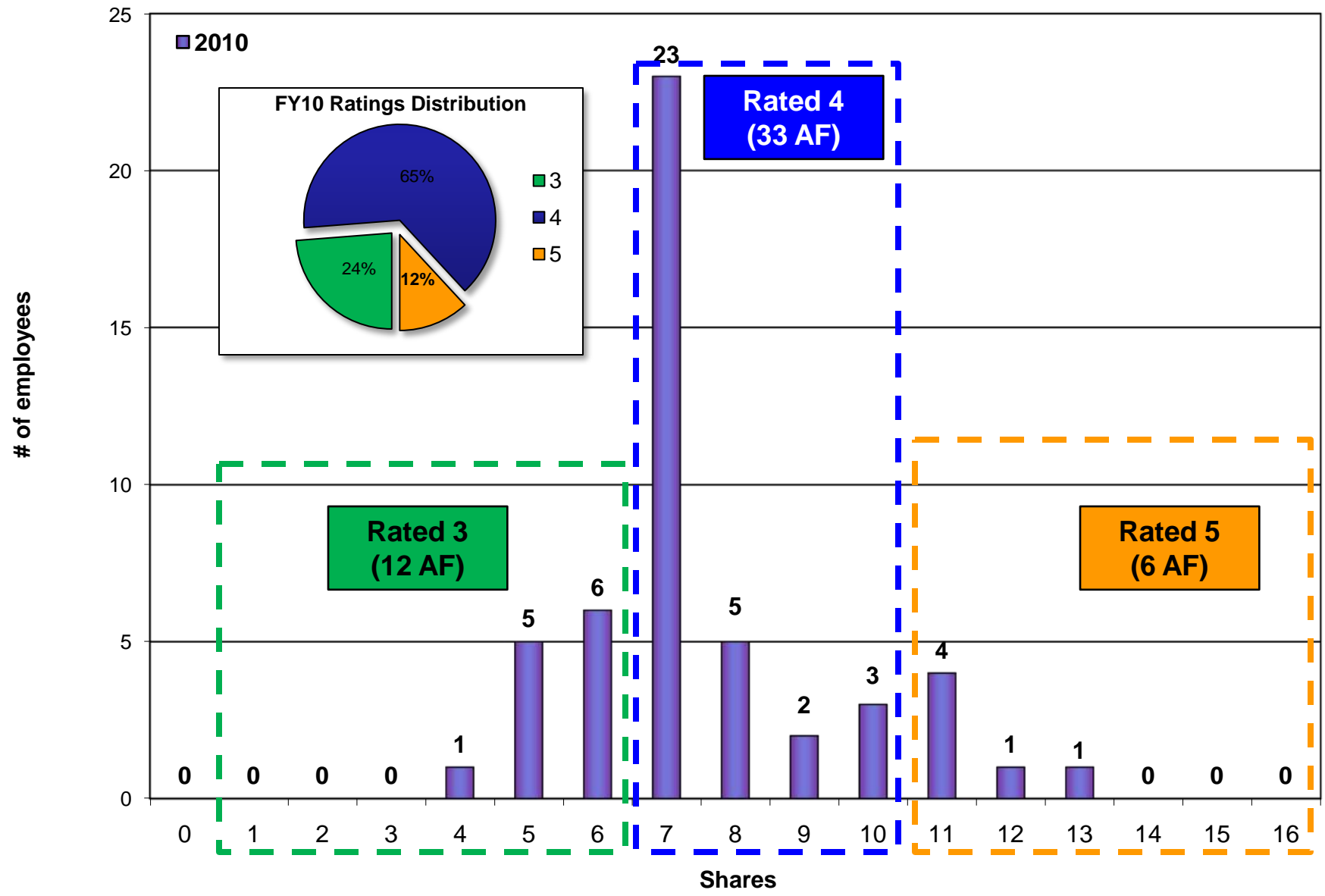


Distribution of Air Force SL/ST Ratings Projected 1 Year Into Future, FY07 – FY10





Air Force SL/ST Share Distribution by Rating, FY10





Air Force Performance Payout Results at a Glance, FY07 – FY10

Results at a Glance (For Rated SL/ST, unless otherwise noted):	FY07	FY08	FY09	FY10
Total Number (#) of SL/ST Leaders	49	51	48	53
Total # Rated SL/ST(career, non-career and limited term)	49	49	48	51
Number of Executives Rated / Not Rated	49 / 0	49 / 2	48 / 0	51/2
Performance Rating Levels	Level 2 (0%) Level 3 (31%) Level 4 (45%) Level 5 (25%)	Level 2 (0%) Level 3 (29%) Level 4 (57%) Level 5 (14%)	Level 2 (0%) Level 3 (27%) Level 4 (65%) Level 5 (8%)	Level 2 (0%) Level 3 (24%) Level 4 (64%) Level 5 (12%)
Total Salaries ALL SL/ST	\$6,606,211	\$7,936,024	\$7,685,323	\$8,550,748
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12%	11%	11%	7.5%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$792,745	\$872,963	\$845,386	\$641,306
Unspent Pay Pool	\$122,589	\$148,761	\$49,675	\$189,205
Unspent Pay Pool (as % of Total Salaries)	1.9%	1.9%	0.6%	29.5%
Total Performance (Basic) Pay Increase Payouts	\$200,632	\$226,525	\$137,081	0
Average Performance (Basic) Pay Increase	\$4,180	\$4,623	\$2,856	0
Average Salary (after Performance Adjustments) ("New Basic Pay")	\$138,917	\$143,012	\$162,967	\$161,335*
Total Performance Pay Increase Payouts (as % of Total Salaries)	3.0%	2.9%	1.8%	0
Total Performance Bonus Payouts	\$469,524	\$497,677	\$658,630	\$424,101
Average Bonus in dollars (\$)	\$9,582	\$11,574	\$13,721	\$8,865
Total Performance Bonus (as % of Total Salaries)	7.1%	6.3%	8.6%	4.95%
Percent of Rated SL/ST Members Receiving a Bonus	100%	87.8%	100%	100%

While no performance-based pay increases occurred in FY 2010, the change in average salary is due to initial pay setting as a result of SL/ST turnover at USAF.

Army ST/SL FY10



Legend For Following Section

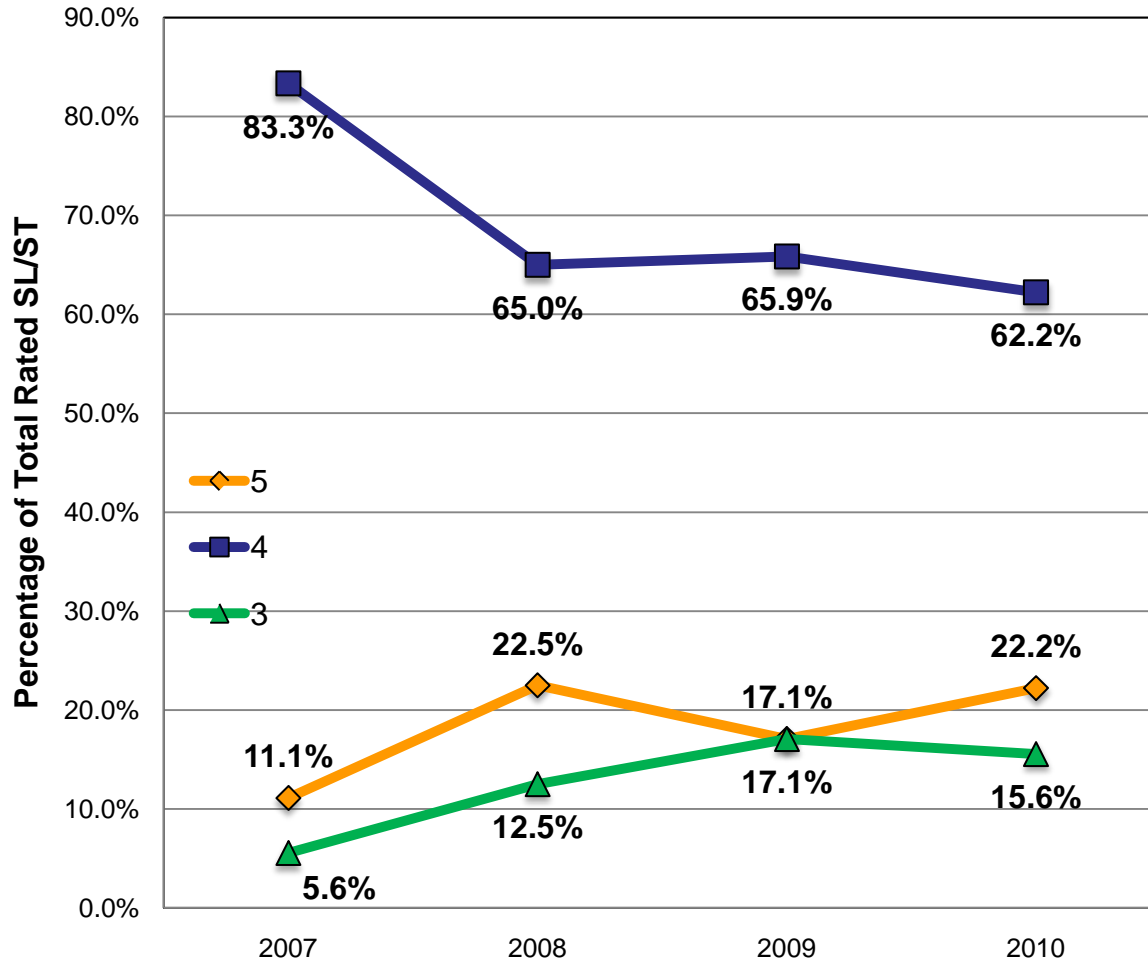
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■ 2005 ■ 2006 ■ 2007 ■ 2008 ■ 2009 ■ 2010

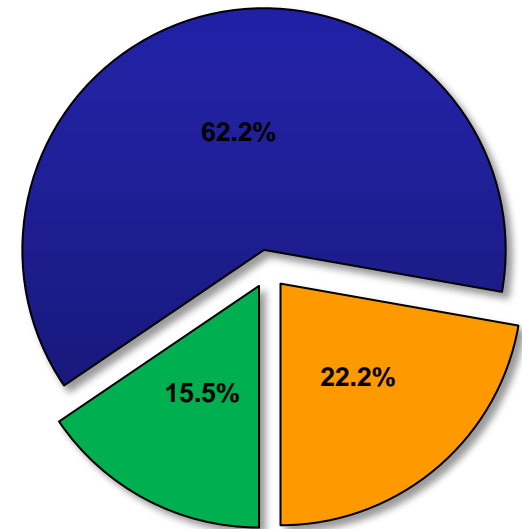


Army Ratings Year-to-Year Trends, FY07 – FY10

Army SL/ST Ratings, FY07 – FY10



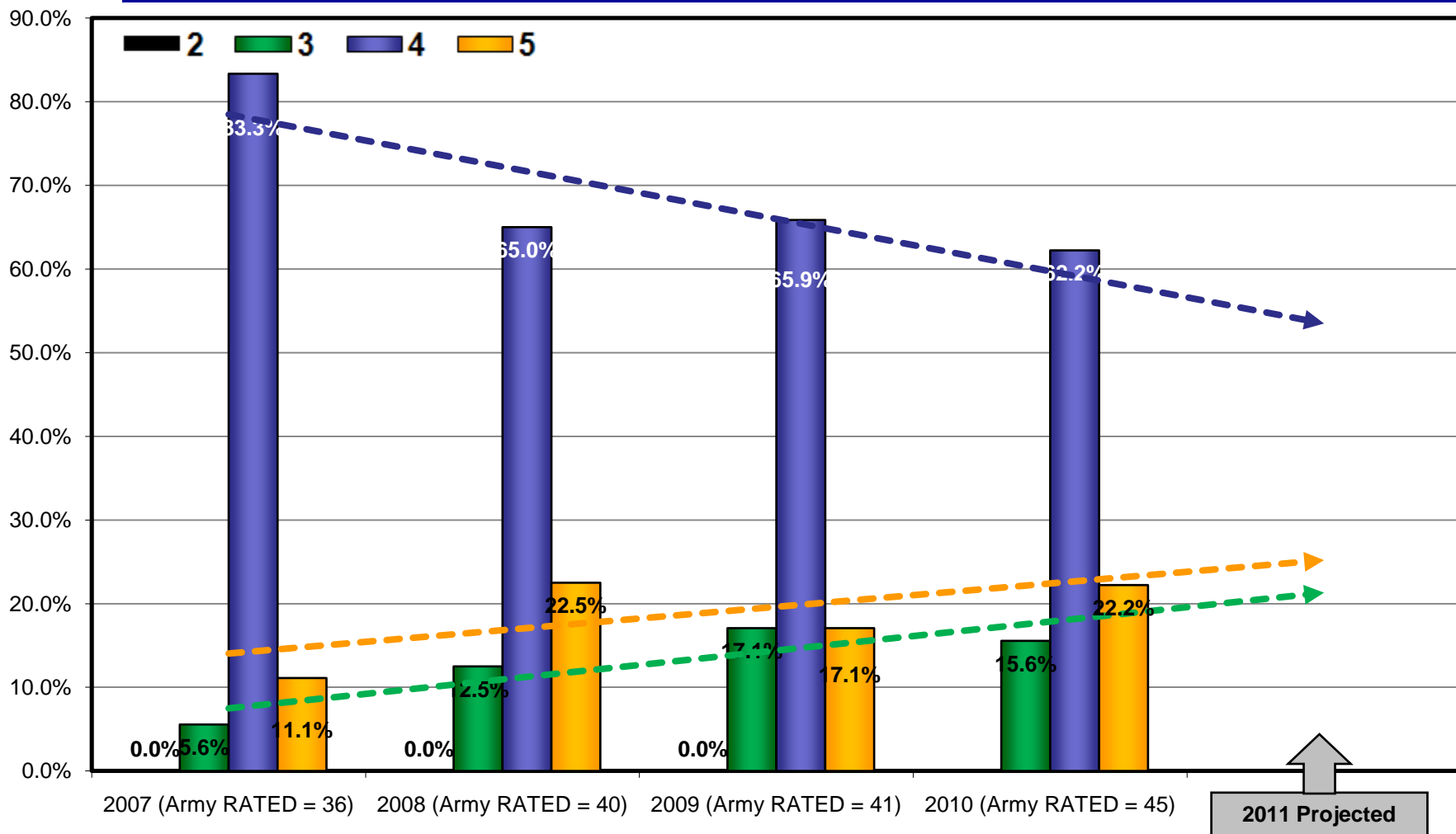
Average Army Ratings Distribution



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- 4
- 5

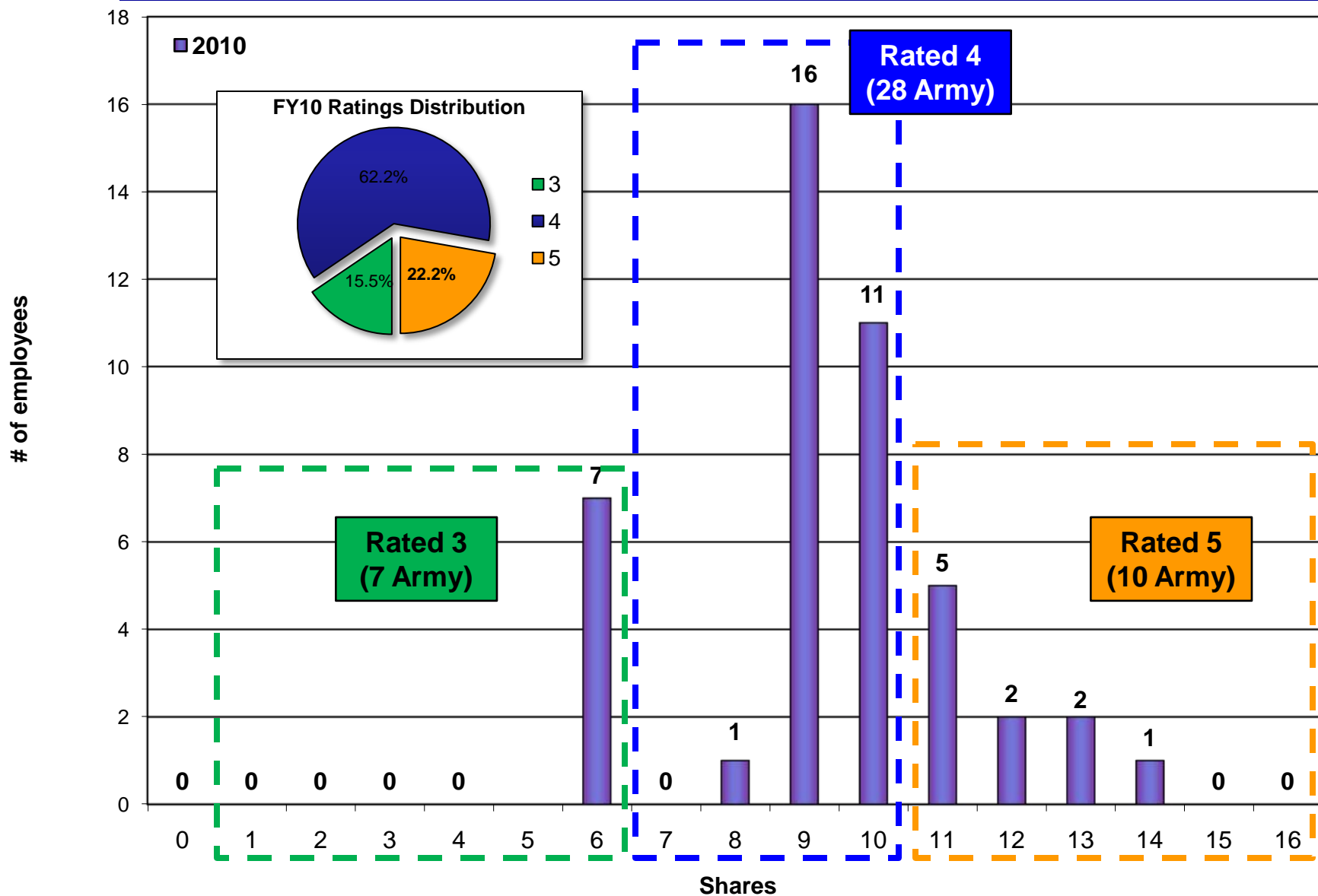


Distribution of Army SL/ST Ratings Projected 1 Year Into Future, FY07 – FY10





Army SL/ST Share Distribution by Rating, FY10





Army Performance Payout Results at a Glance, FY07 – FY10

Results at a Glance (For Rated SL/ST, unless otherwise noted):	FY07	FY08	FY09	FY10
Total Number (#) of SL/ST/ Leaders	37	41	42	45
Total # Rated SL/ST/ (career, non-career and limited term)	36	40	41	45
Number of Executives Rated / Not Rated	36 / 1	40 / 1	41 / 1	45/0
Performance Rating Levels	Level 2 (0%) Level 3 (6%) Level 4 (83%) Level 5 (11%)	Level 2 (0%) Level 3 (13%) Level 4 (65%) Level 5 (22%)	Level 2 (0%) Level 3 (17%) Level 4 (66%) Level 5 (17%)	Level 2 (0%) Level 3 (15.5%) Level 4 (62.2%) Level 5 (22.2%)
Total Salaries ALL SL/ST (including Non-Rated SL/ST)	\$4,869,506	\$5,542,761	\$6,760,588	\$7,376,711
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12%	11%	11%	5.75%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$584,341	\$609,704	\$743,665	\$424,161
Unspent Pay Pool	\$-1	\$4,488	\$20,445	\$41,345
Unspent Pay Pool (as % of Total Salaries)	0.0%	0.1%	0.3%	0.5%
Total Performance (Basic) Pay Increase Payouts	\$217,783	\$69,494	\$133,529	0
Average Performance (Basic) Pay Increase	\$6,405	\$3,475	\$3,257	0
Average Salary (after Performance Adjustments) ("New Basic Pay")	\$141,314	\$135,189	\$164,146	\$163,927
Total Performance Pay Increase Payouts (as % of Total Salaries)	4.5%	1.3%	2.0%	0%
Total Performance Bonus Payouts	\$366,559	\$535,722	\$589,691	\$382,816
Average Bonus in dollars (\$)	\$10,182	\$13,393	\$14,383	\$8,507
Total Performance Bonus (as % of Total Salaries)	7.5%	9.7%	8.7%	5.2%
Percent of Rated SL/ST Members Receiving a Bonus	100%	100%	100%	84.4%

Navy SL/ST



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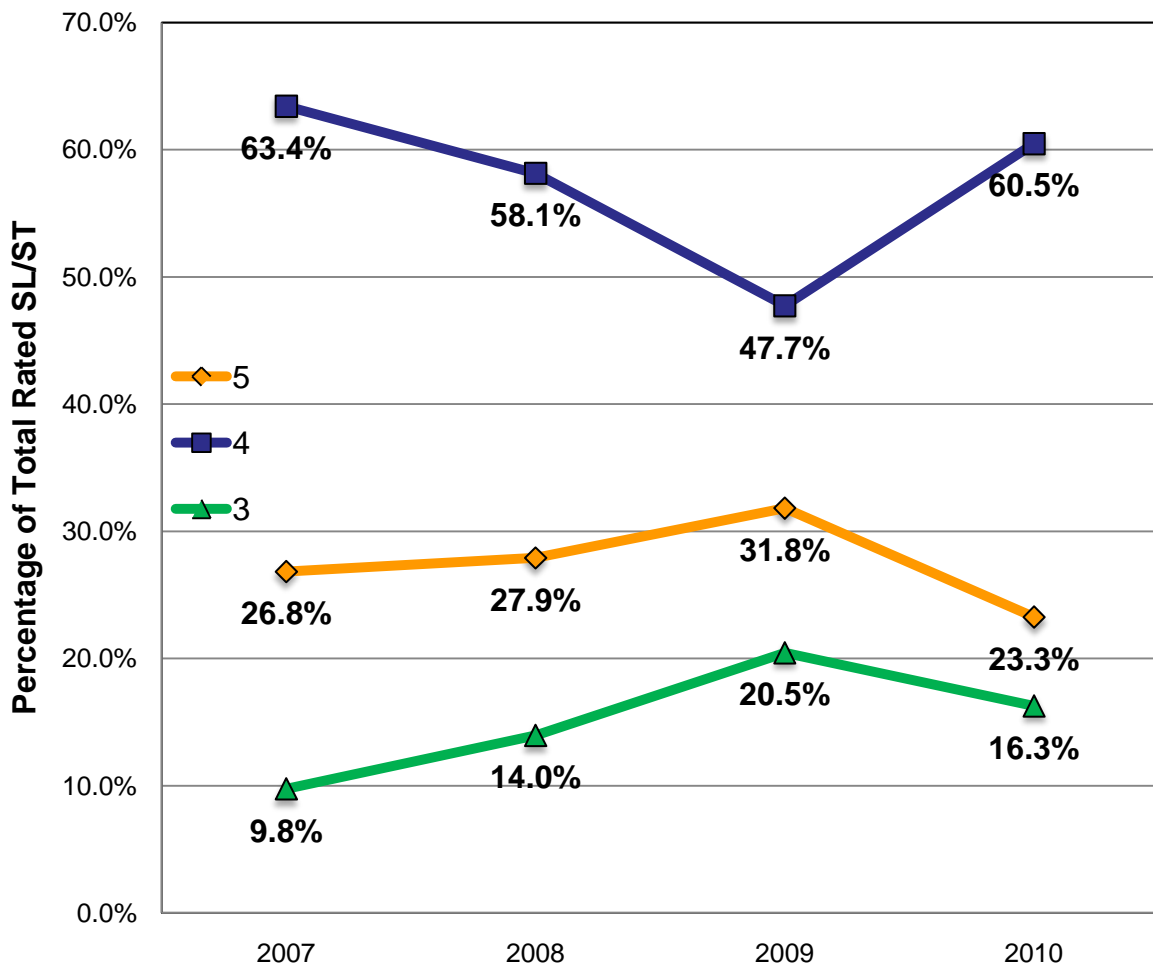
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■ 2005 ■ 2006 ■ 2007 ■ 2008 ■ 2009 ■ 2010

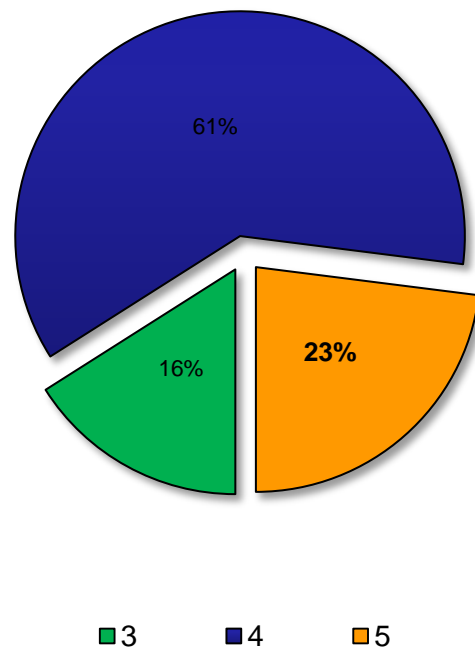


Navy Ratings Year-to-Year Trends, FY07 – FY10

Navy SL/ST Ratings, FY07 – FY10

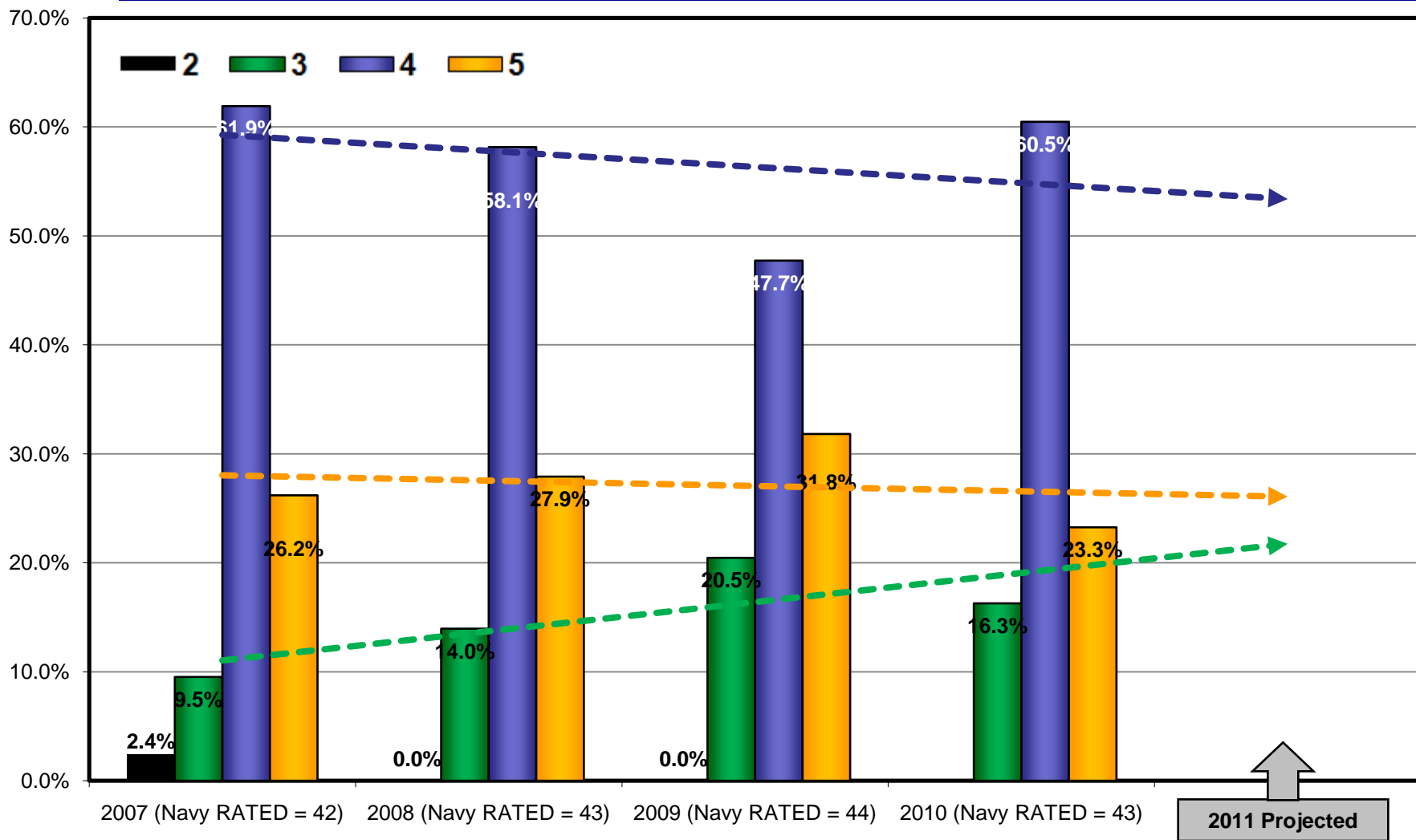


Average Navy Ratings Distribution



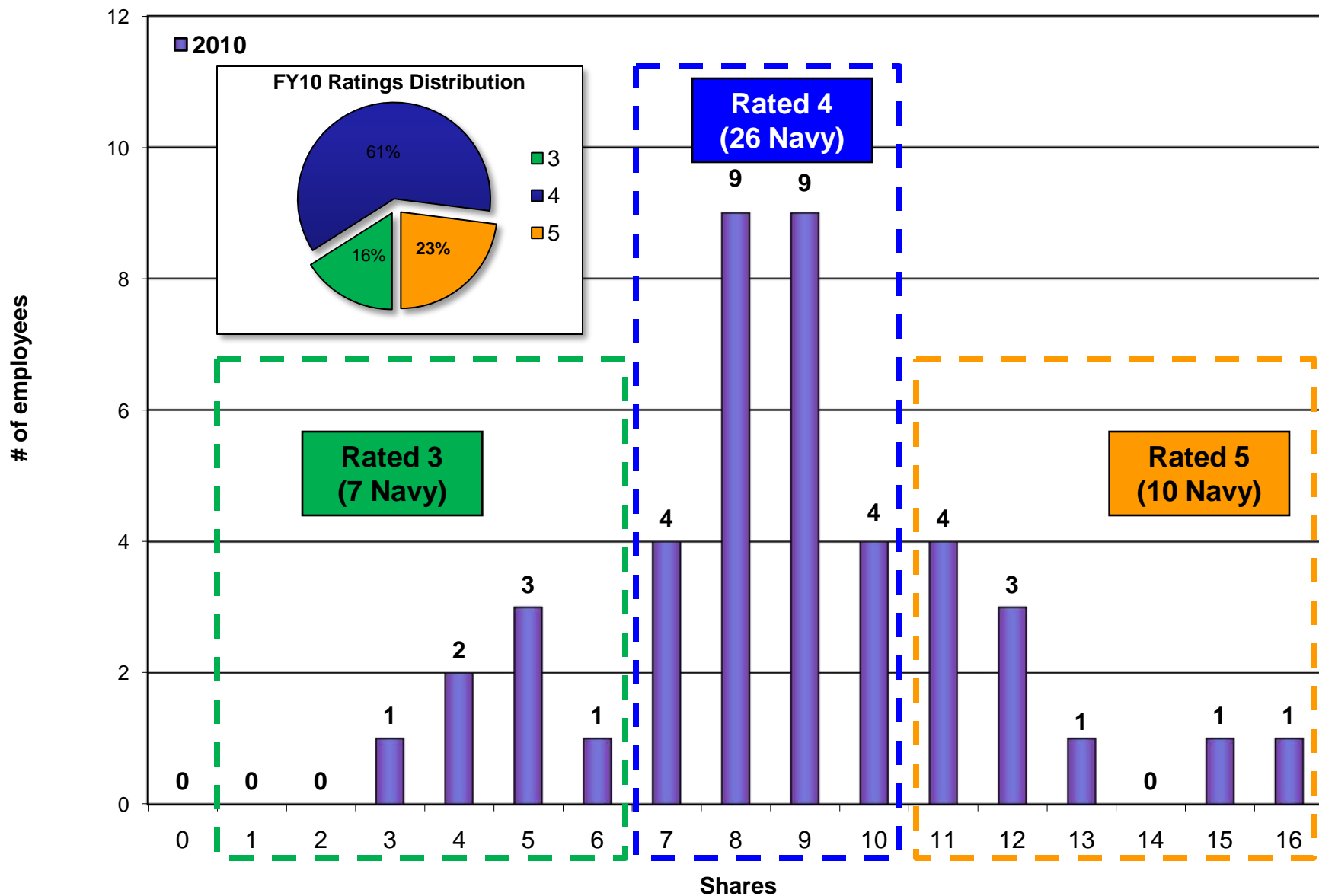


Distribution of Navy SL/ST Ratings Projected 1 Year Into Future, FY07 – FY10





Navy SL/ST Share Distribution by Rating, FY10





Navy Performance Payout Results at a Glance, FY07 – FY10

Results at a Glance (For Rated SL/ST, unless otherwise noted):	FY07	FY08	FY09	FY10
Total Number (#) of SL/ST/DISES Leaders	42	43	44	44
Total # Rated SL/ST/DISES (career, non-career and limited term)	42	43	44	43
Number of Executives Rated / Not Rated	42 / 0	43 / 0	44 / 0	43/1
Performance Rating Levels	Level 2 (2%) Level 3 (10%) Level 4 (62%) Level 5 (26%)	Level 2 (0%) Level 3 (14%) Level 4 (58%) Level 5 (28%)	Level 2 (0%) Level 3 (21%) Level 4 (48%) Level 5 (32%)	Level 2 (0%) Level 3 (16%) Level 4 (61%) Level 5 (23%)
Total Salaries ALL SL/ST (including Non-Rated SL/ST)	\$5,508,022	\$5,739,634	\$7,078,709	\$7,169,954
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12%	13%	10.5%	7.5%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$660,963	\$746,152	\$743,264	\$537,747
Unspent Pay Pool	\$178,023	\$178,341	\$37,444	\$128,416
Unspent Pay Pool (as % of Total Salaries)	3.2%	3.1%	0.5%	\$0
Total Performance (Basic) Pay Increase Payouts	\$106,442	\$99,661	\$99,227	\$0
Average Performance (Basic) Pay Increase	\$3,548	\$3,020	\$2,481	N/A
Average Salary (after Performance Adjustments) ("New Basic Pay")	\$133,677	\$135,798	\$163,135	\$162,954
Total Performance Pay Increase Payouts (as % of Total Salaries)	1.9%	1.7%	1.4%	N/A
Total Performance Bonus Payouts	\$376,498	\$468,150	\$606,593	\$409,331
Average Bonus in dollars (\$)	\$9,183	\$11,146	\$13,786	\$9,519
Total Performance Bonus (as % of Total Salaries)	6.8%	8.2%	8.6%	5.7%
Percent of Rated SL/ST Members Receiving a Bonus	97.6%	97.7%	100%	100%

MDA FY10 SL/ST



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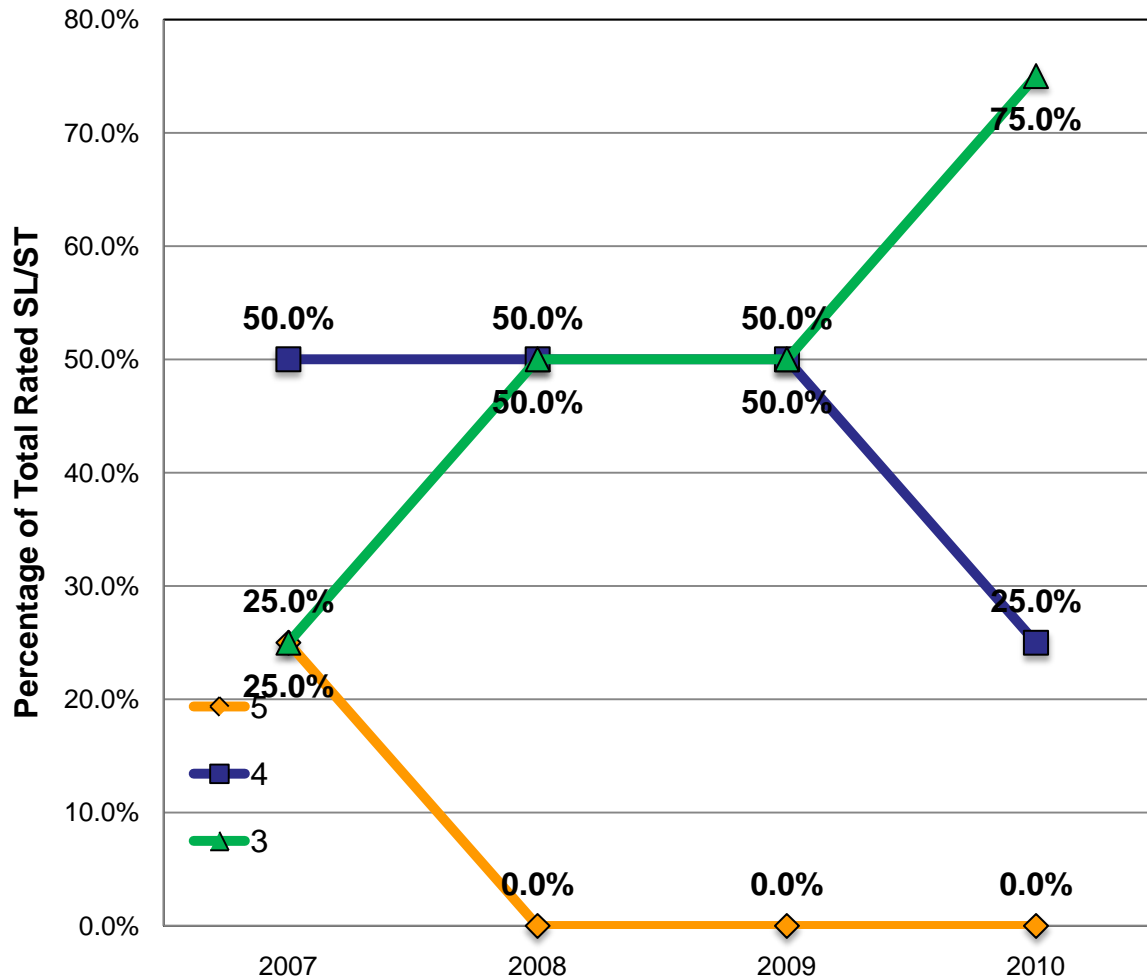
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■ 2005 ■ 2006 ■ 2007 ■ 2008 ■ 2009 ■ 2010

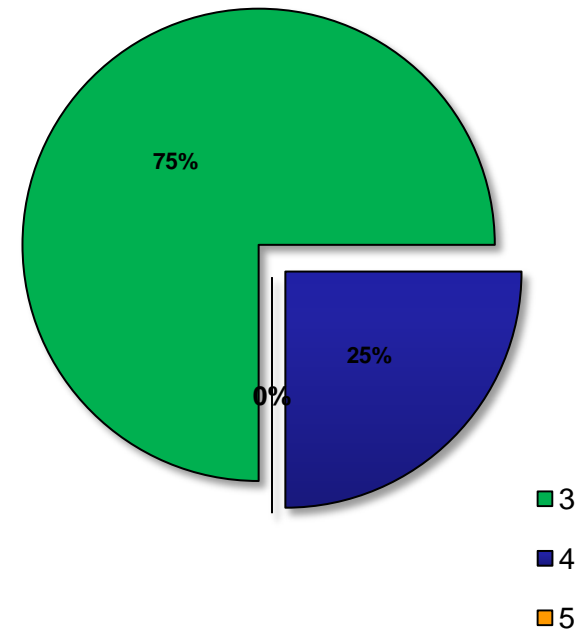


MDA Ratings Year-to-Year Trends, FY07 – FY10

MDA SL/ST Ratings, FY07 – FY10

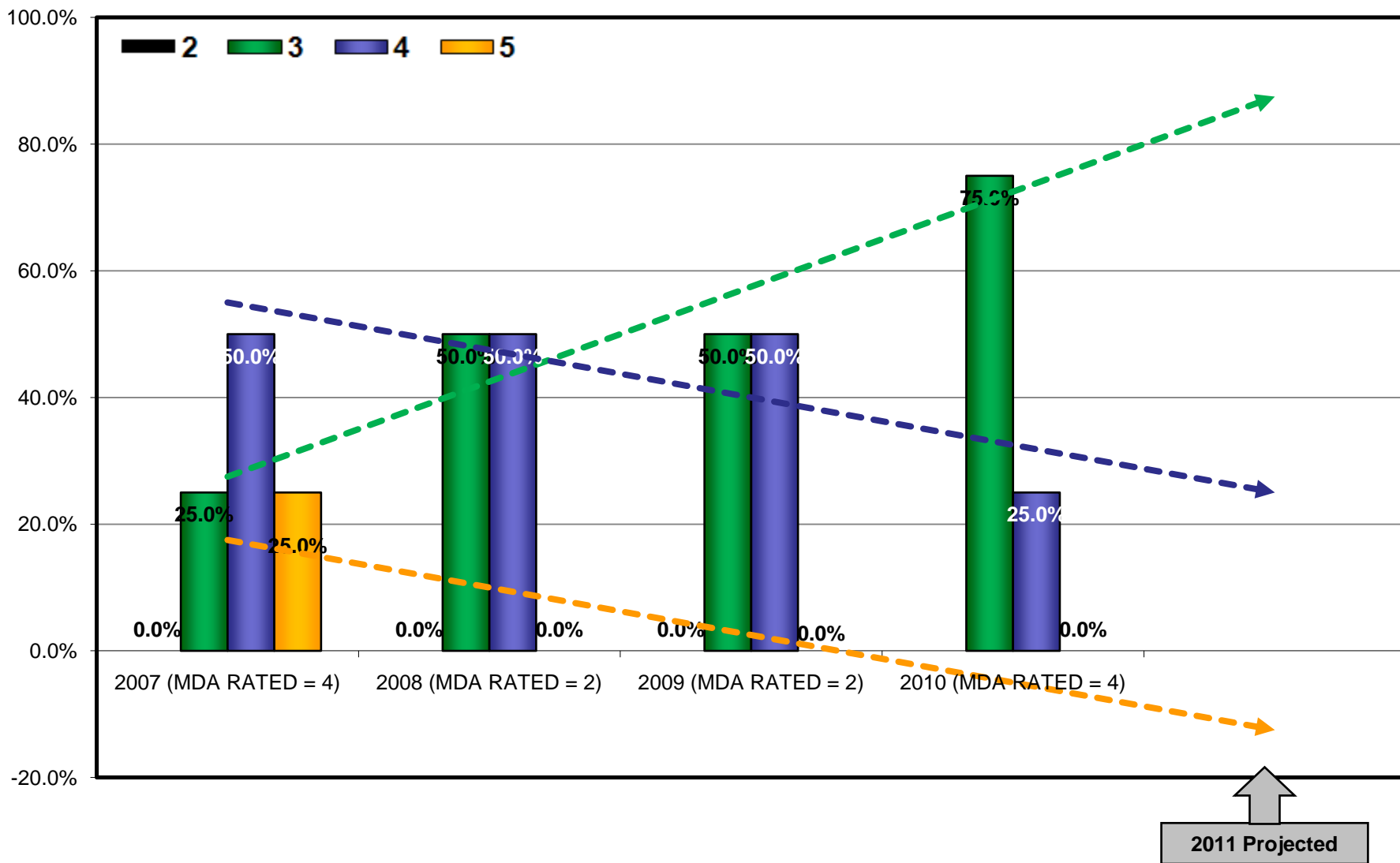


Average MDA Ratings Distribution



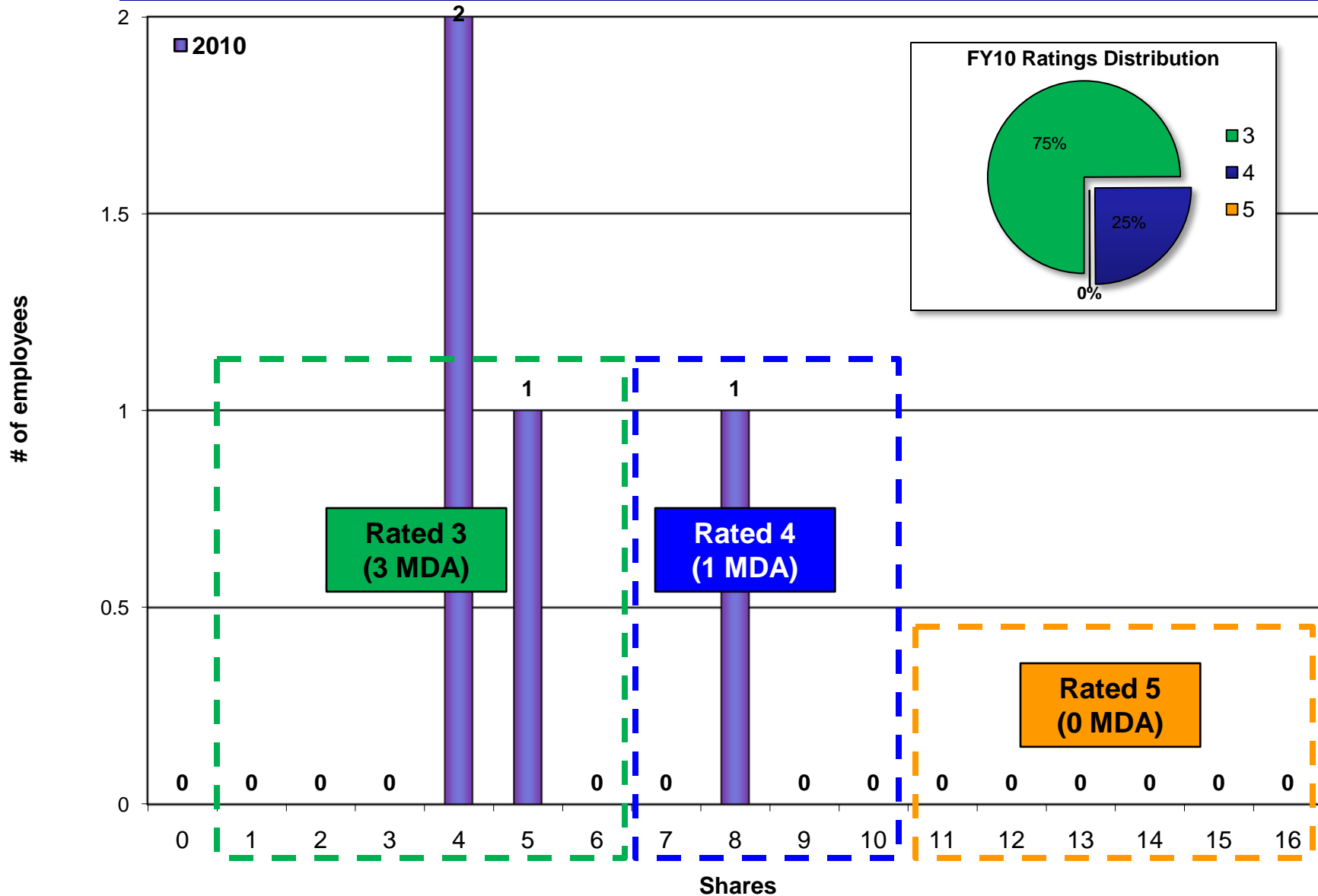


Distribution of MDA SL/ST Ratings Projected 1 Year Into Future, FY07 – FY10





MDA SL/ST Share Distribution by Rating, FY10





MDA Performance Payout Results at a Glance, FY07 – FY10

Results at a Glance (For Rated SL/ST, unless otherwise noted):	FY07	FY08	FY09	FY10
Total Number (#) of SL/ST/DISES Leaders	4	2	3	4
Total # Rated SL/ST/DISES (career, non-career and limited term)	4	2	2	4
Number of Executives Rated / Not Rated	4 / 0	2 / 0	2 / 1	4/0
Performance Rating Levels	Level 2 (0%) Level 3 (25%) Level 4 (50%) Level 5 (25%)	Level 2 (0%) Level 3 (50%) Level 4 (50%) Level 5 (0%)	Level 2 (0%) Level 3 (50%) Level 4 (50%) Level 5 (0%)	Level 2 (00%) Level 3 (75%) Level 4 (25%) Level 5 (00%)
Total Salaries ALL SL/ST (including Non-Rated SL/ST)	\$517,267	\$306,322	\$479,799	\$659,868
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12%	11%	11%	5.75%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$62,072	\$33,695	\$52,778	\$37,942
Unspent Pay Pool	\$9,296	\$4,866	\$20,146	\$9,775
Unspent Pay Pool (as % of Total Salaries)	1.8%	1.6%	4.2%	1.5%
Total Performance (Basic) Pay Increase Payouts	\$4,953	\$10,274	\$10,069	\$0
Average Performance (Basic) Pay Increase	\$1,651	\$5,137	\$5,035	\$0
Average Salary (after Performance Adjustments) ("New Basic Pay")	\$128,705	\$136,174	\$163,289	\$164,967
Total Performance Pay Increase Payouts (as % of Total Salaries)	1.0%	3.4%	2.1%	0%
Total Performance Bonus Payouts	\$47,823	\$18,555	\$22,563	\$30,619
Average Bonus in dollars (\$)	\$15,941	\$9,277	\$11,281	\$7,655
Total Performance Bonus (as % of Total Salaries)	9.2%	6.1%	4.7%	4.27%
Percent of Rated SL/ST Members Receiving a Bonus	75%	100%	100%	100%

While no performance-based pay increases occurred in FY 2010, the change in average salary is due to initial pay setting as a result of a new SL/ST at MDA

OSD SL/ST



Legend For Following Section

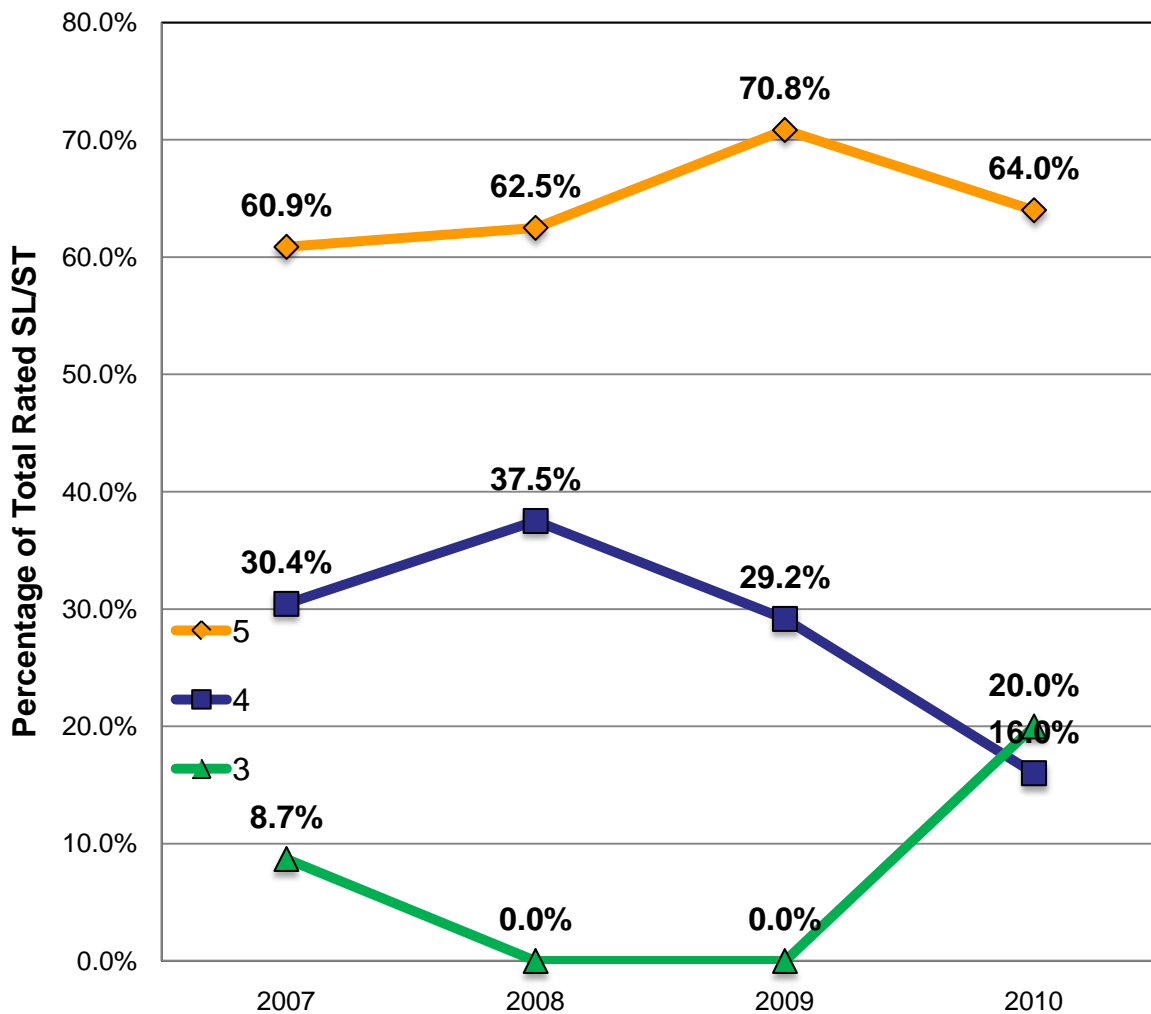
■ 2 ■ 3 ■ 4 ■ 5

■ 2005 ■ 2006 ■ 2007 ■ 2008 ■ 2009 ■ 2010

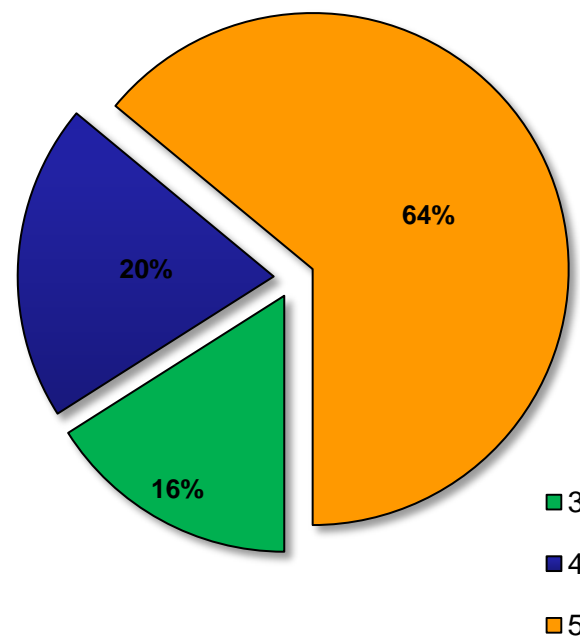


OSD Ratings Year-to-Year Trends, FY07 – FY10

OSD SL/ST Ratings, FY07 – FY10

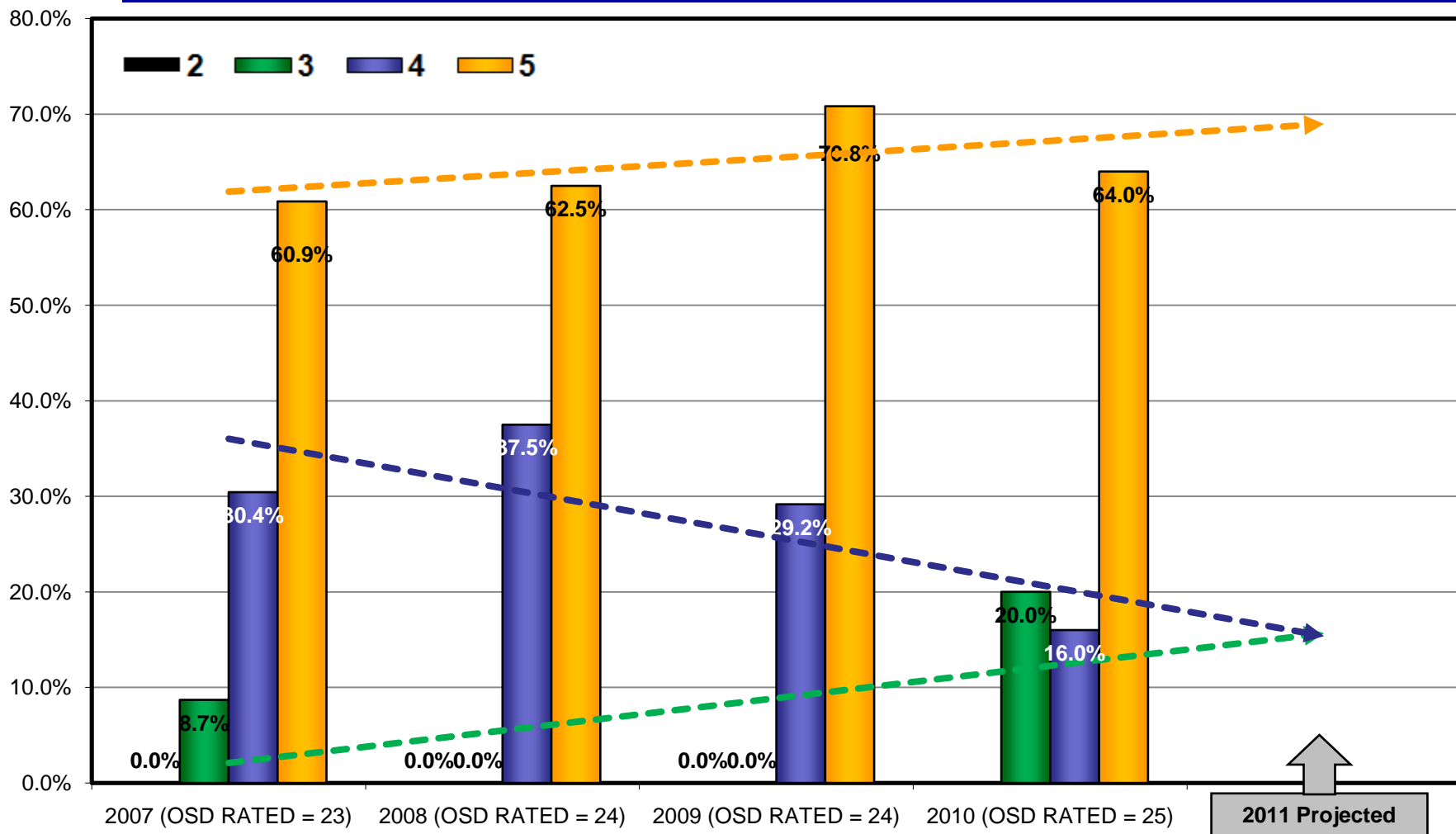


Average OSD Ratings Distribution



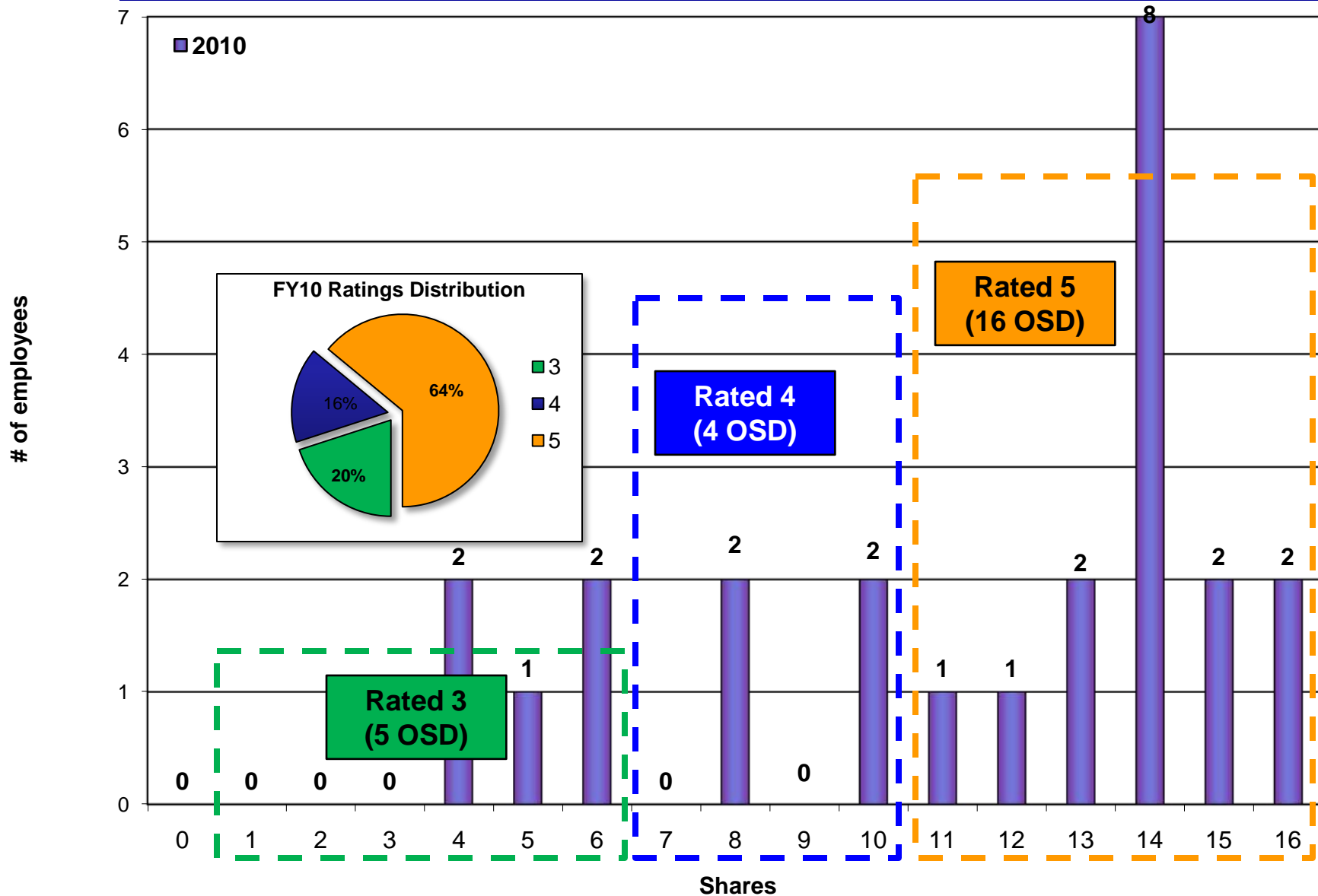


Distribution of OSD SL/ST Ratings Projected 1 Year Into Future, FY07 – FY10





OSD SL/ST Share Distribution by Rating, FY10





OSD Performance Payout Results at a Glance, FY07 – FY10

Results at a Glance (For Rated SL/ST, unless otherwise noted):	FY07	FY08	FY09	FY10
Total Number (#) of SL/ST/DISES Leaders	23	26	24	24
Total # Rated SL/ST/DISES (career, non-career and limited term)	23	24	24	24
Number of Executives Rated / Not Rated	23 / 0	24 / 2	24 / 0	24 / 0
Performance Rating Levels	Level 2 (0%) Level 3 (9%) Level 4 (30%) Level 5 (61%)	Level 2 (0%) Level 3 (0%) Level 4 (37%) Level 5 (63%)	Level 2 (0%) Level 3 (0%) Level 4 (29%) Level 5 (71%)	Level 2 (0%) Level 3 (20%) Level 4 (16%) Level 5 (64%)
Total Salaries ALL SL/ST (including Non-Rated SL/ST)	\$3,146,197	\$4,087,090	\$3,905,606	\$4,659,722
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12%	11%	11%	7.5%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$377,544	\$449,580	\$429,617	\$349,479
Unspent Pay Pool	\$35,247	\$66,444	\$22,819	\$50,960
Unspent Pay Pool (as % of Total Salaries)	1.1%	1.7%	0.6%	1.09%
Total Performance (Basic) Pay Increase Payouts	\$99,928	\$129,019	\$59,194	\$0
Average Performance (Basic) Pay Increase	\$4,345	\$5,376	\$2,574	\$0
Average Salary (after Performance Adjustments) ("New Basic Pay")	\$141,136	\$146,997	\$165,200	\$166,419
Total Performance Pay Increase Payouts (as % of Total Salaries)	3.2%	3.2%	1.5%	\$0
Total Performance Bonus Payouts	\$242,369	\$254,117	\$347,604	\$298,519
Average Bonus in dollars (\$)	\$10,538	\$10,588	\$14,484	\$11,941
Total Performance Bonus (as % of Total Salaries)	7.7%	6.2%	8.9%	6.4%
Percent of Rated SL/ST Members Receiving a Bonus	100%	100%	100%	100%

OUSD(I) DISL



Legend For Following Section

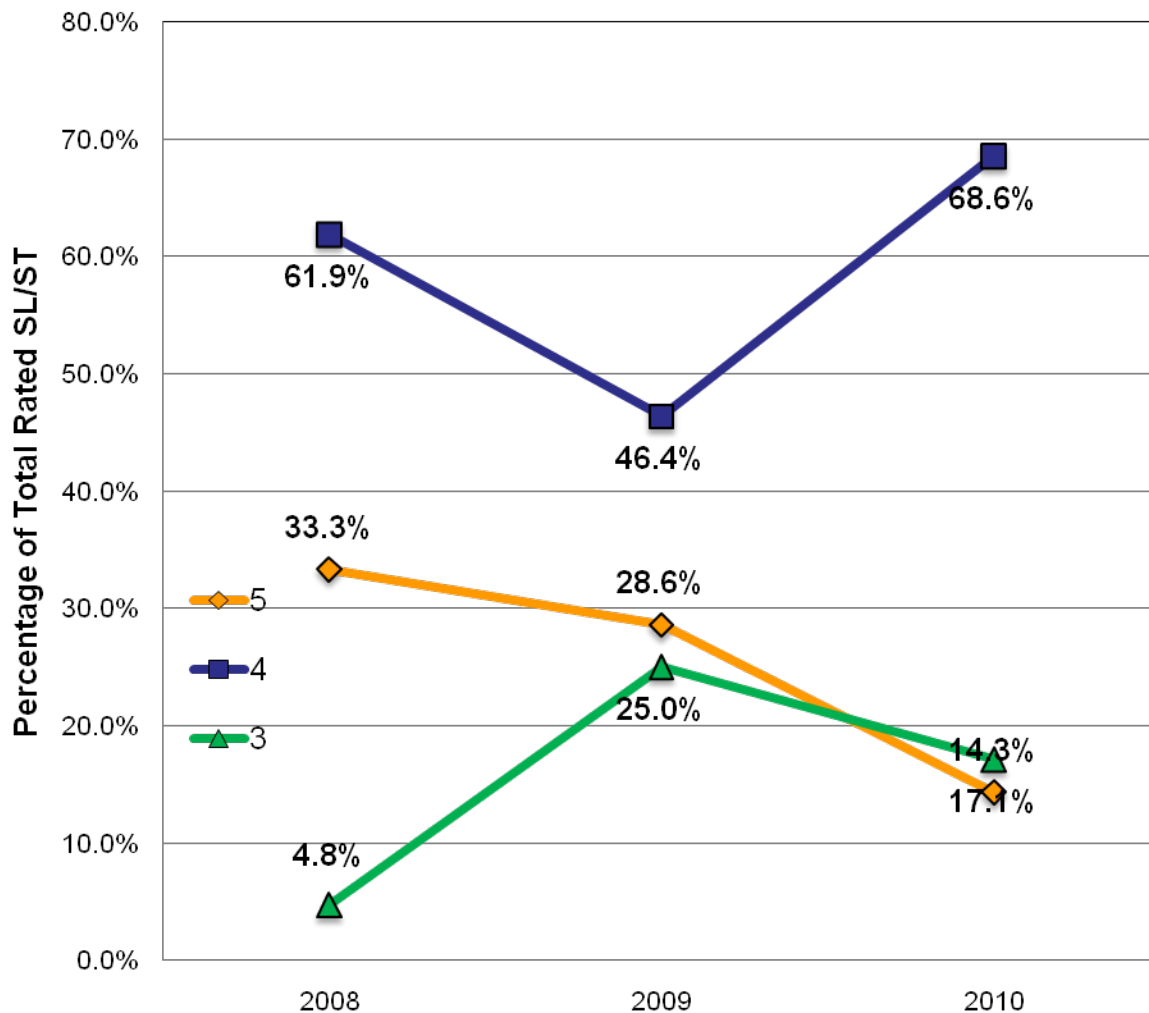
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■ 2005 ■ 2006 ■ 2007 ■ 2008 ■ 2009 ■ 2010

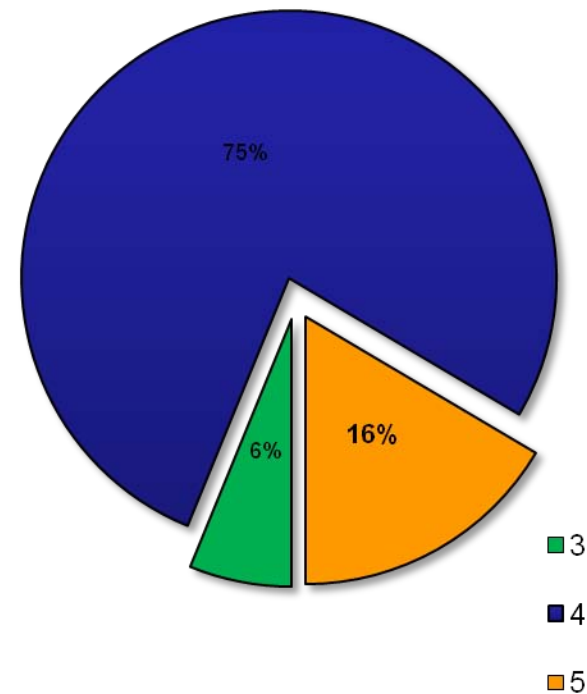


OUSD(I) Ratings Year-to-Year Trends, FY08 – FY10

OUSD(I) SL/ST Ratings, FY08 – FY10

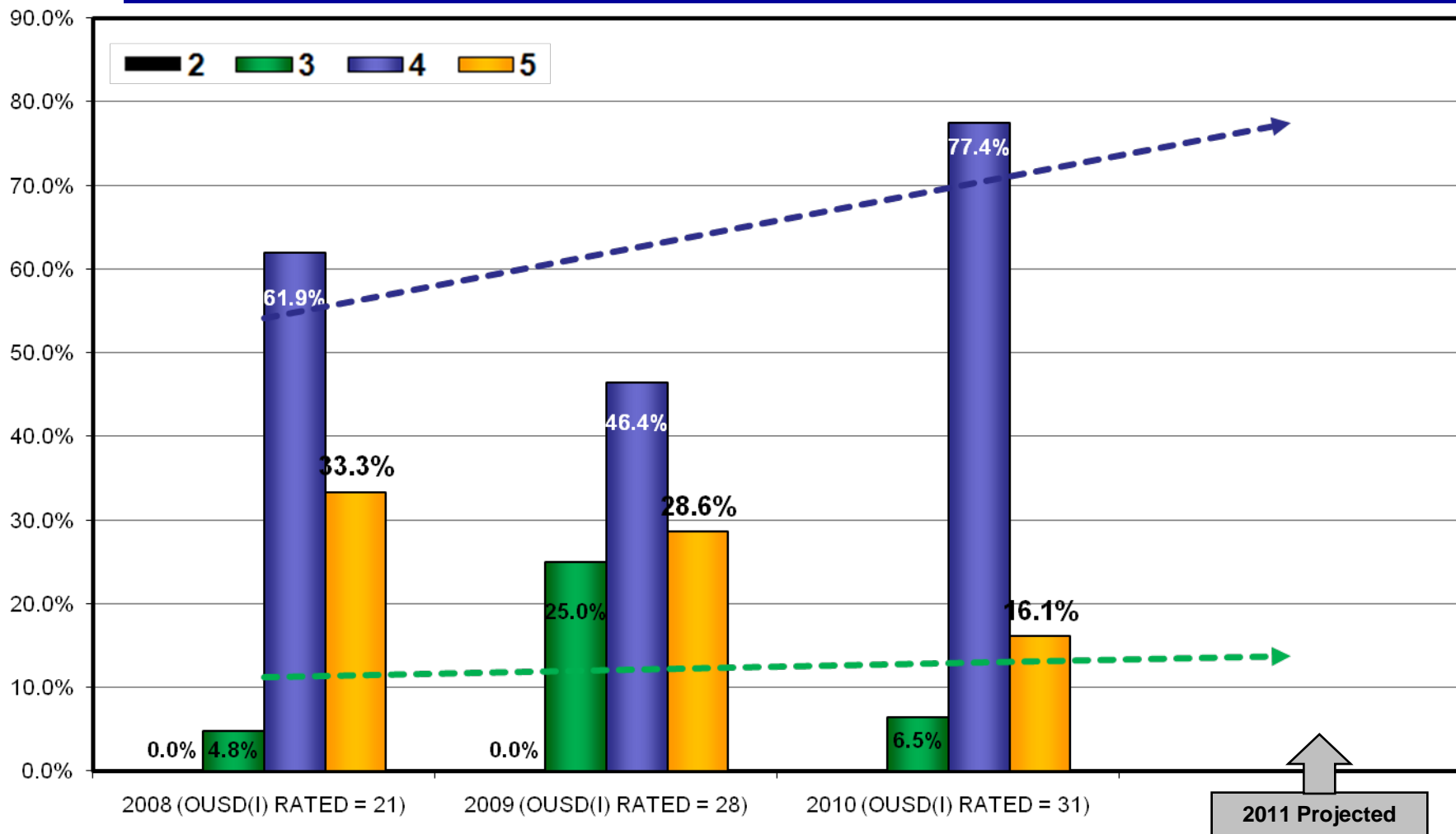


Average OUSD(I) Ratings Distribution



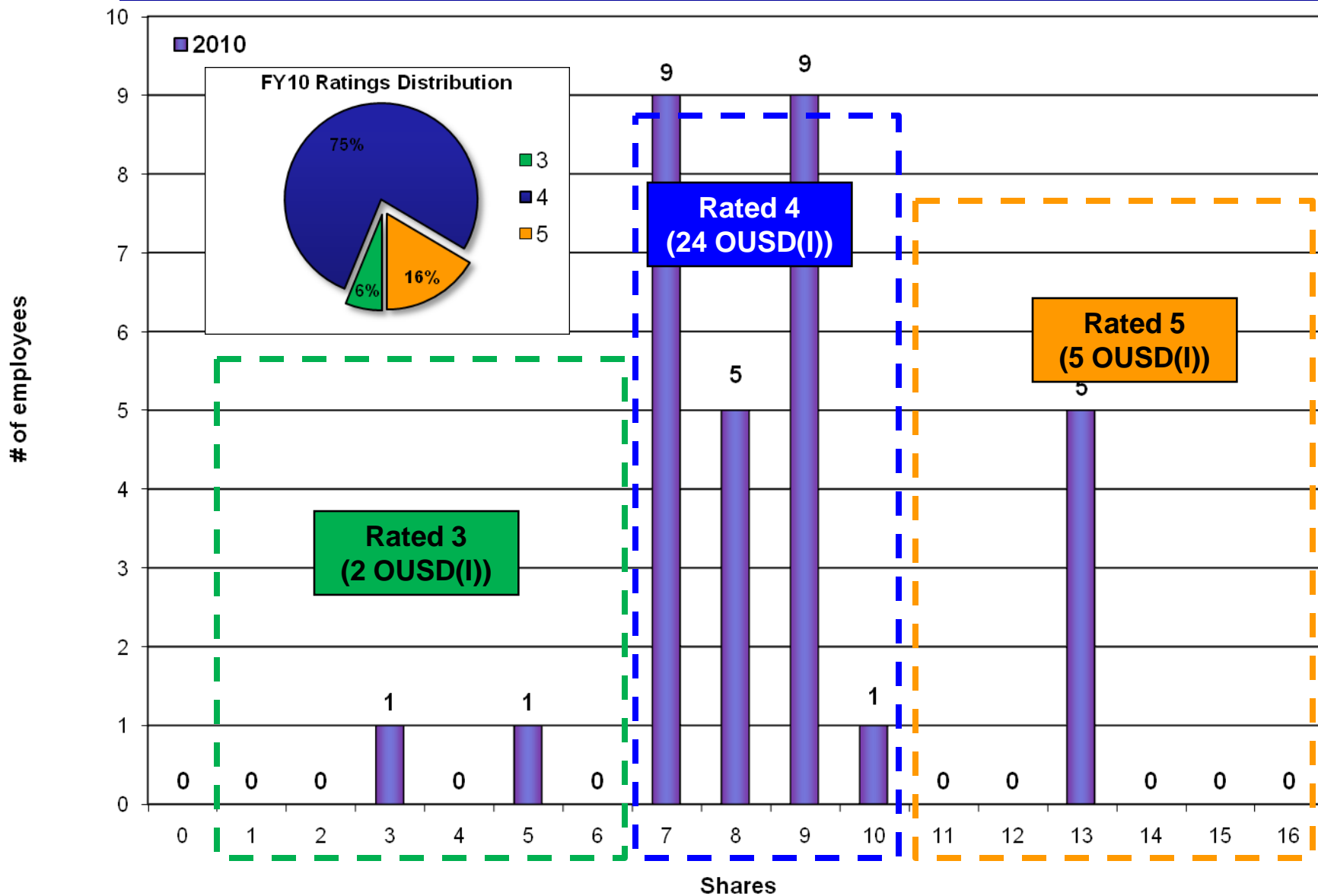


Distribution of OUSD(I) SL/ST Ratings Projected 1 Year Into Future, FY08 – FY10





OUSD(I) SL/ST Share Distribution by Rating, FY10





OUSD(I) Performance Payout Results at a Glance, FY08 – FY10

Results at a Glance (For Rated SL/ST, unless otherwise noted):	FY08	FY09	FY10
Total Number (#) of SL/ST/DISES Leaders	22	32	32
Total # Rated SL/ST/DISES (career, non-career and limited term)	21	28	31
Number of Executives Rated / Not Rated	21 / 1	28 / 4	31/1
Performance Rating Levels	Level 2 (0%) Level 3 (5%) Level 4 (62%) Level 5 (33%)	Level 2 (0%) Level 3 (25%) Level 4 (46%) Level 5 (29%)	Level 2 (0%) Level 3 (6%) Level 4 (75%) Level 5 (16%)
Total Salaries ALL SL/ST (including Non-Rated SL/ST)	\$3,357,944	\$5,049,138	\$5,173,638
Pay Pool Funding Factor (Pay Progression + PAEP + Performance Budget)	12.8%	11%	5.75%
Pay Pool Value (Pay Pool Funding Factor X Total Salaries of all covered executives)	\$429,817	\$555,405	\$297,484
Unspent Pay Pool	\$67,713	\$174,708	\$128,989
Unspent Pay Pool (as % of Total Salaries)	2.0%	3.5%	2.5%
Total Performance (Basic) Pay Increase Payouts	\$86,488	\$124,033	0
Average Performance (Basic) Pay Increase	\$4,324	\$4,430	0
Average Salary (after Performance Adjustments) ("New Basic Pay")	\$133,129	\$161,662	\$161,767
Total Performance Pay Increase Payouts (as % of Total Salaries)	2.6%	2.5%	0
Total Performance Bonus Payouts	\$275,616	\$256,664	\$259,034
Average Bonus in dollars (\$)	\$13,125	\$10,694	\$8,336
Total Performance Bonus (as % of Total Salaries)	8.2%	5.1%	5.0%
Percent of Rated SL/ST Members Receiving a Bonus	100%	85.7%	94%

While no performance-based pay increases occurred in FY 2010, the change in average salary is due to more onboard DISLs at OUSD(I)