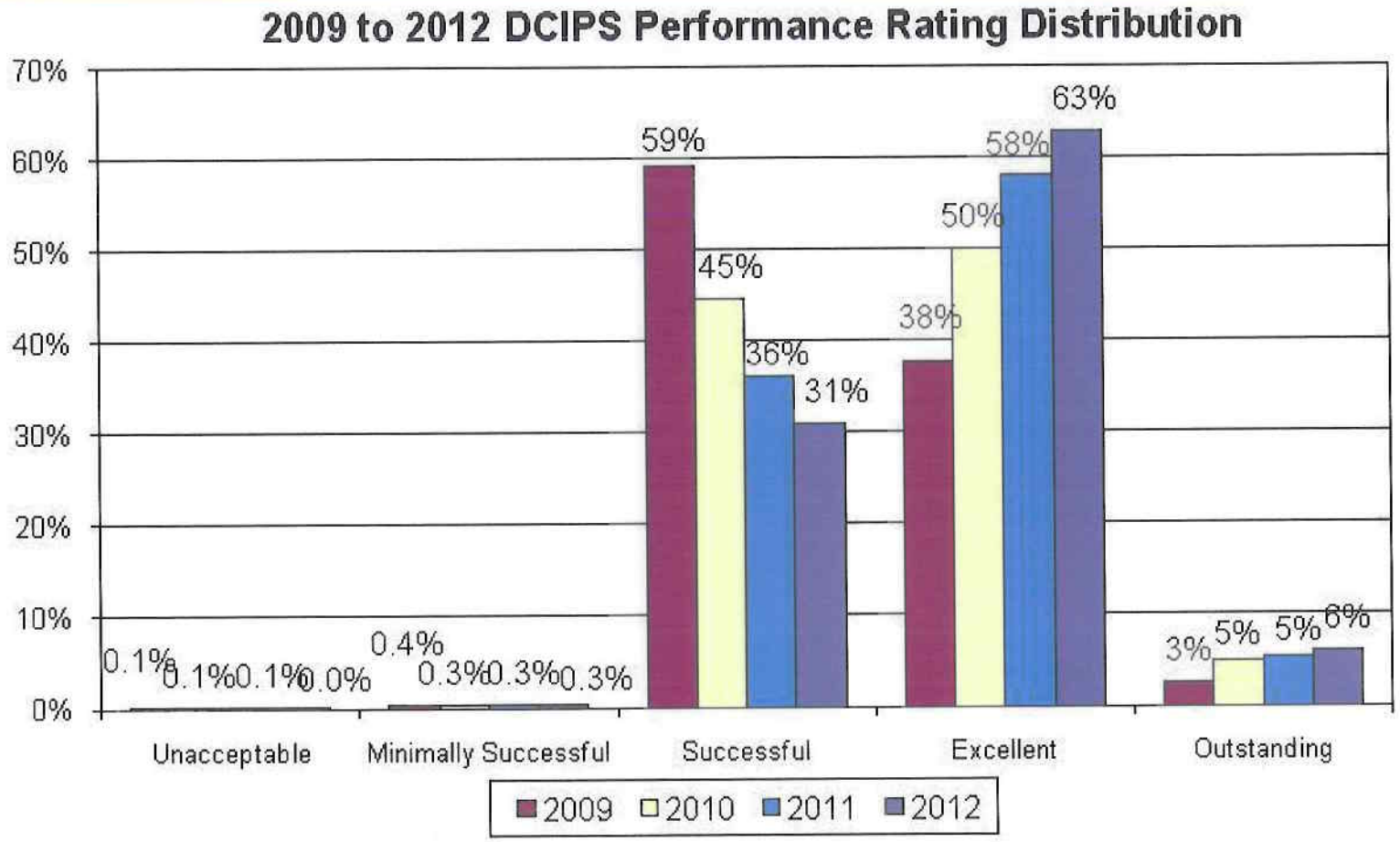
# Performance Results

Intelligence

DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

# Rating Distributions - 2009 to 2012




- There has been a significant shift in the distribution of ratings from between 2009 and 2012, primarily evident in the decreased proportion of the workforce rated at the Successful level and the increase in the proportion rated at the Excellent level.
- The proportion rated Outstanding has increased slightly as well.

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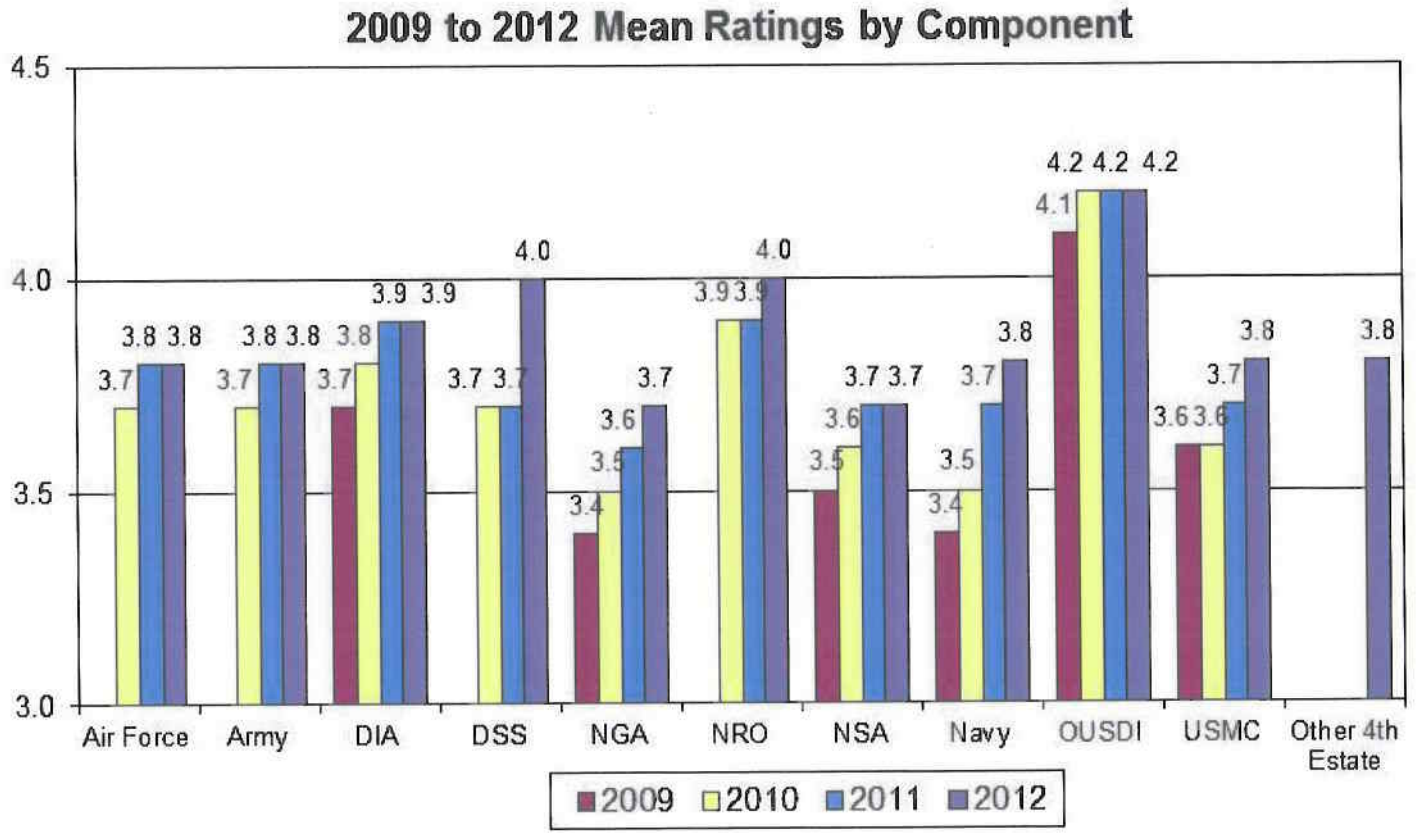


- The shift from ratings of Successful to ratings of Outstanding increased the mean performance rating in most agencies by 0.2 ratings point between 2010 and 2012.

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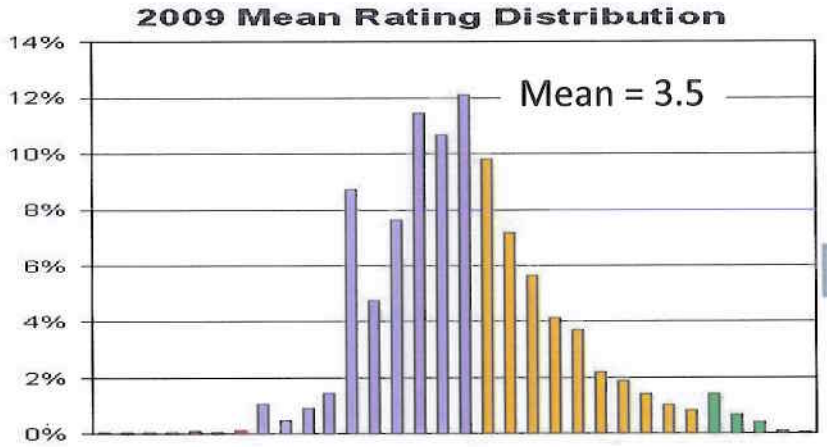


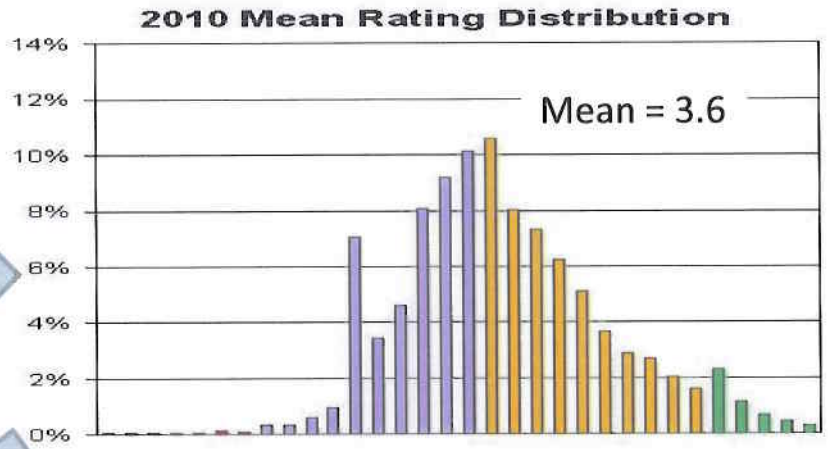


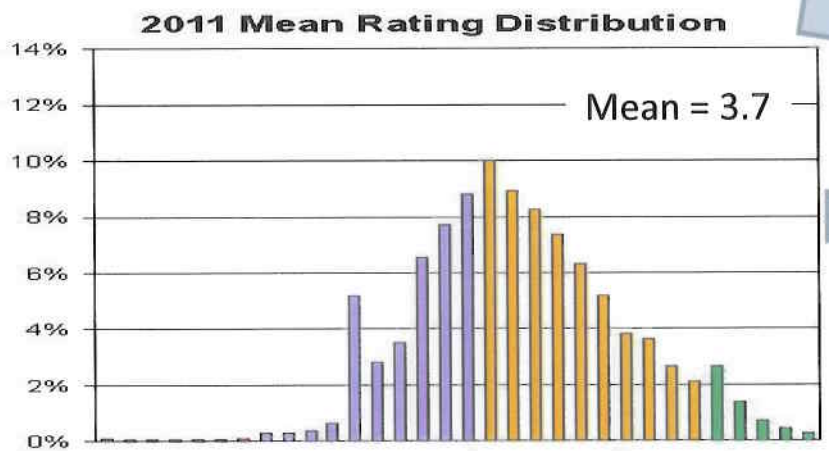


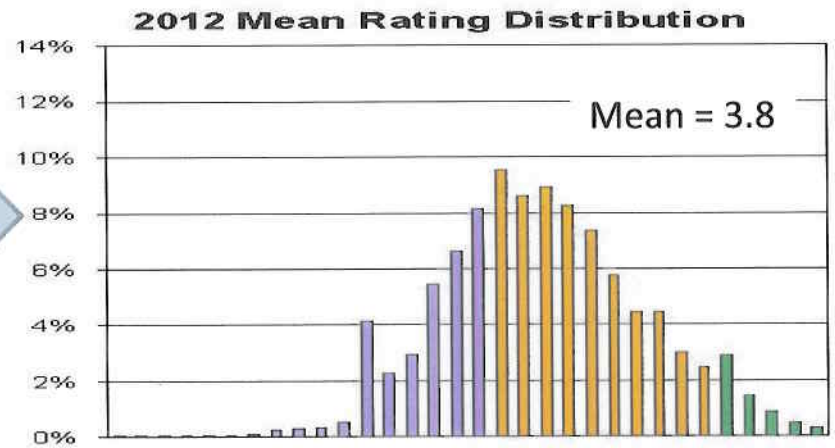


Successful range (2.6 to 3.5)
Excellent range (3.6 to 4.5)
Outstanding range (4.6 to 5.0)

- The Orange (Excellent) and Green (Outstanding) bars have grown over time.
- The mode rating in 2009 was 3.5. It has been 3.6 since 2010.

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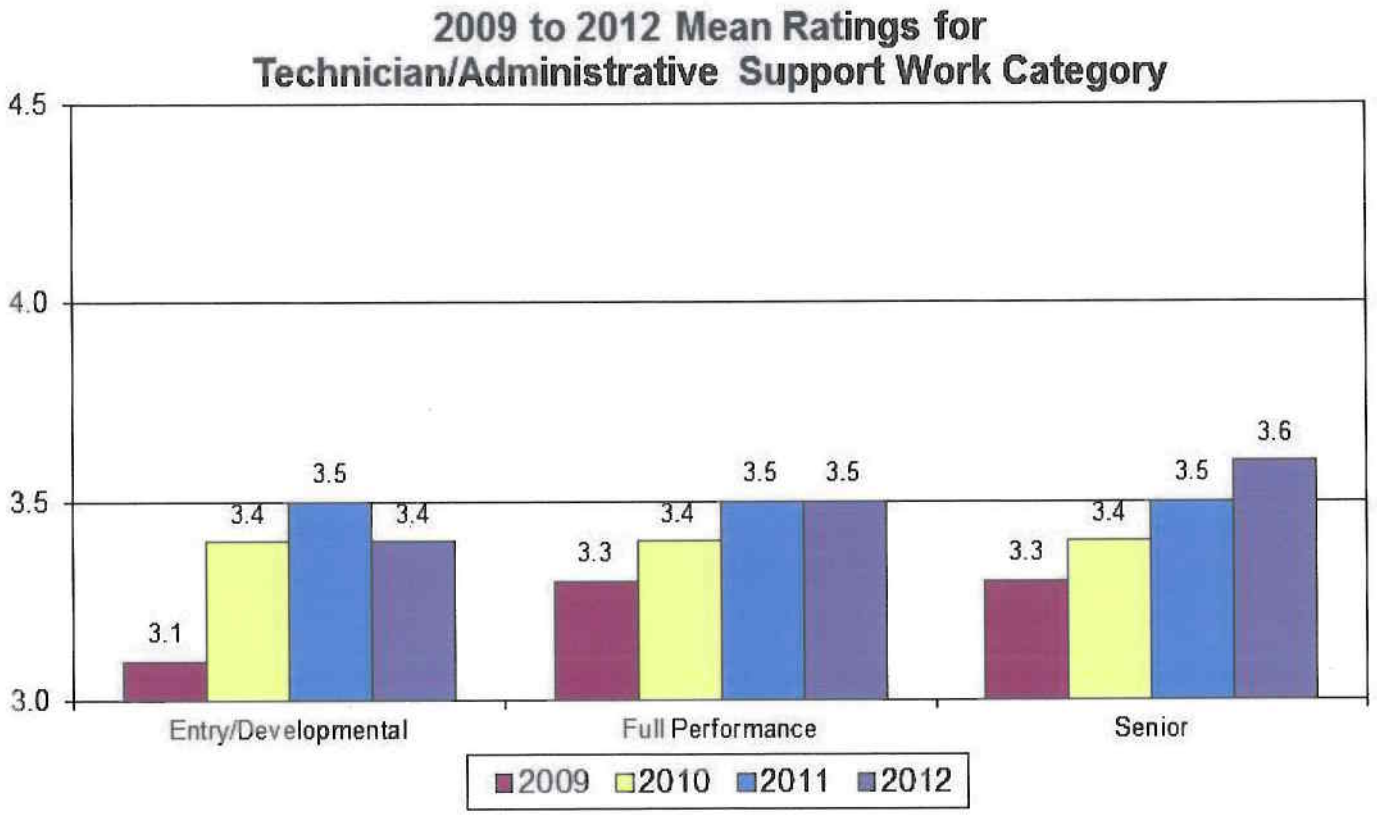
# Rating Distributions - 2009 to 2012




- Slight increase in ratings over time in the Tech/Admin Support work category generally seen in all work levels (except Entry/Developmental from 2011 to 2012).

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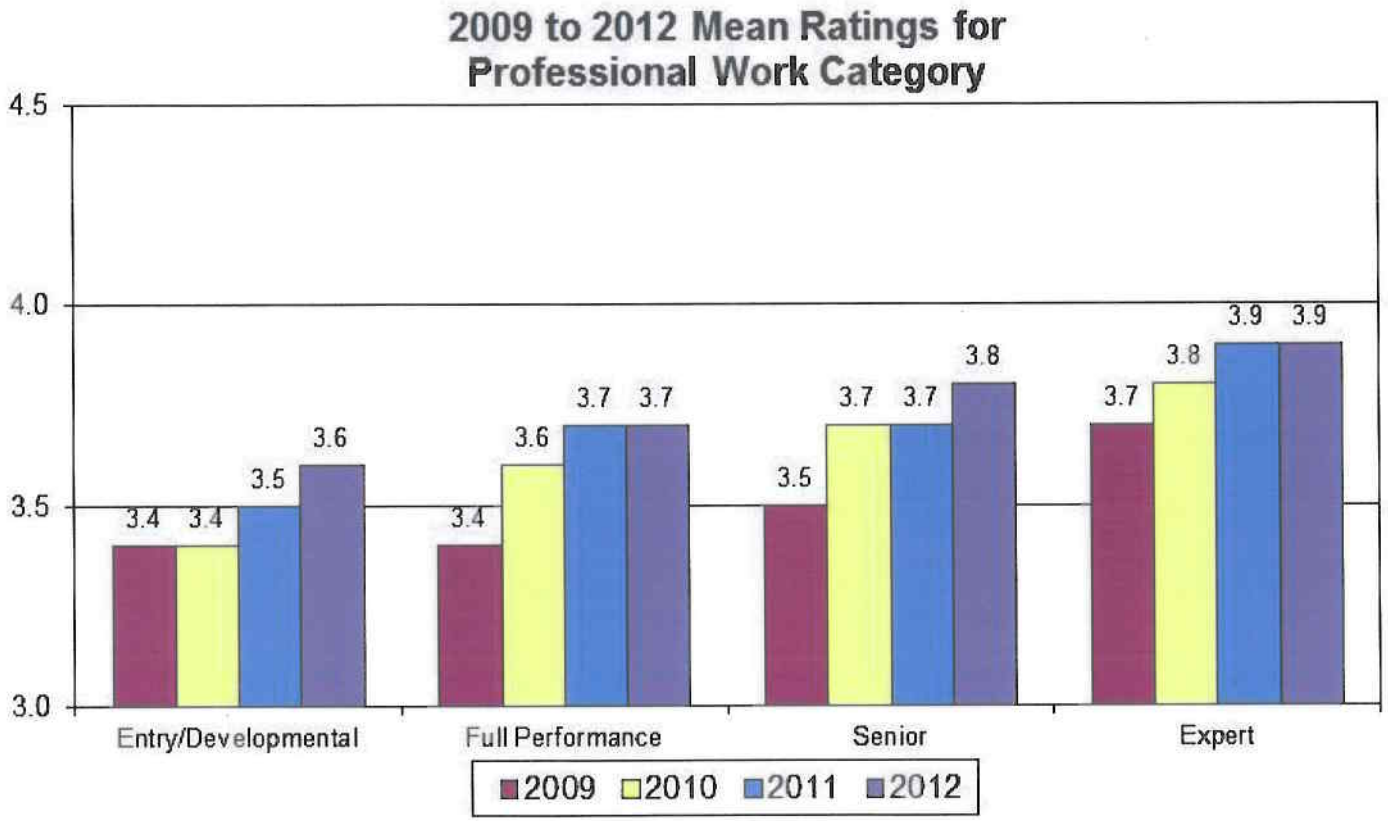


- Slight increase in ratings over time in the Professional work category generally seen in all work levels.

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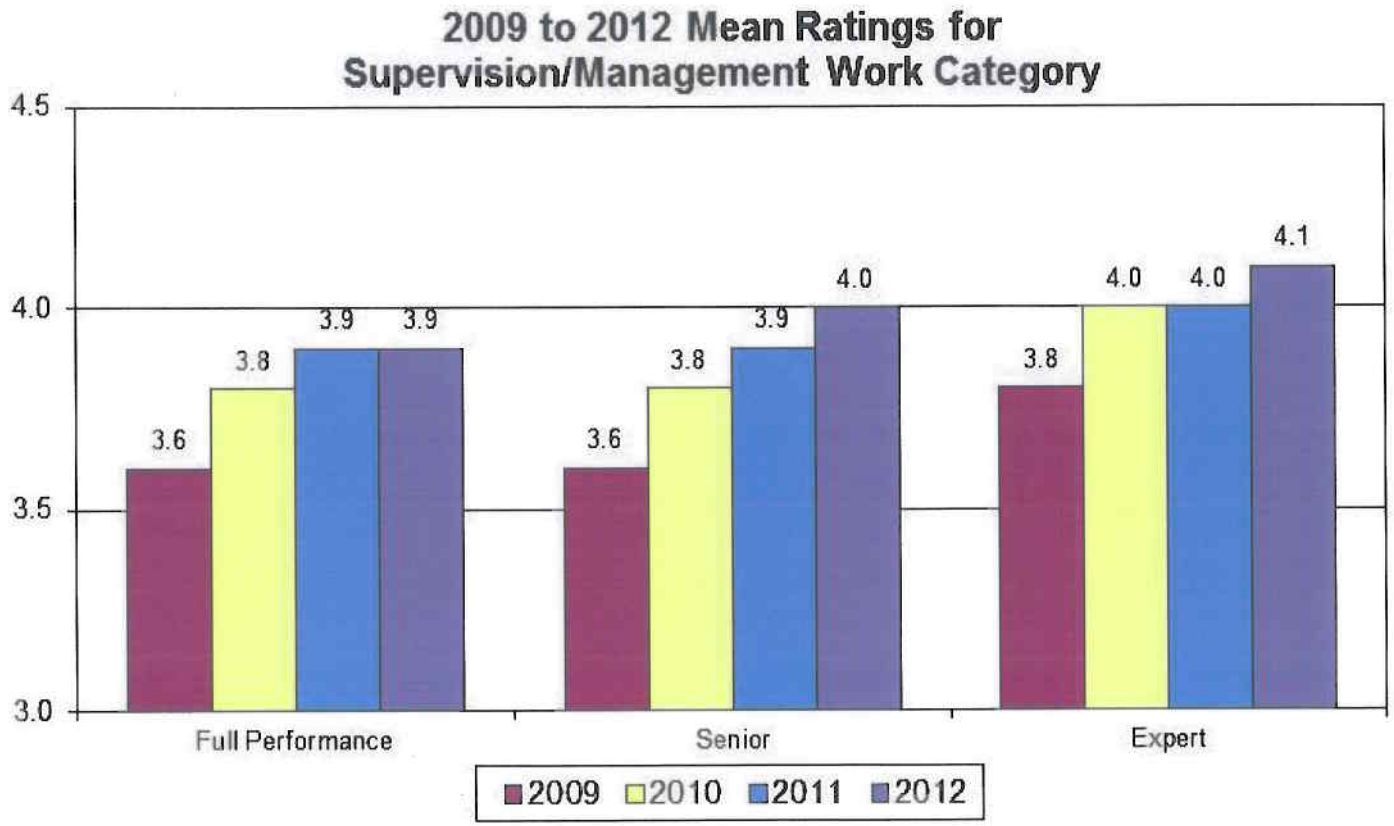
# Rating Distributions - 2009 to 2012




- Slight increase in ratings over time in the Supervision/Management work category generally seen in all work levels.

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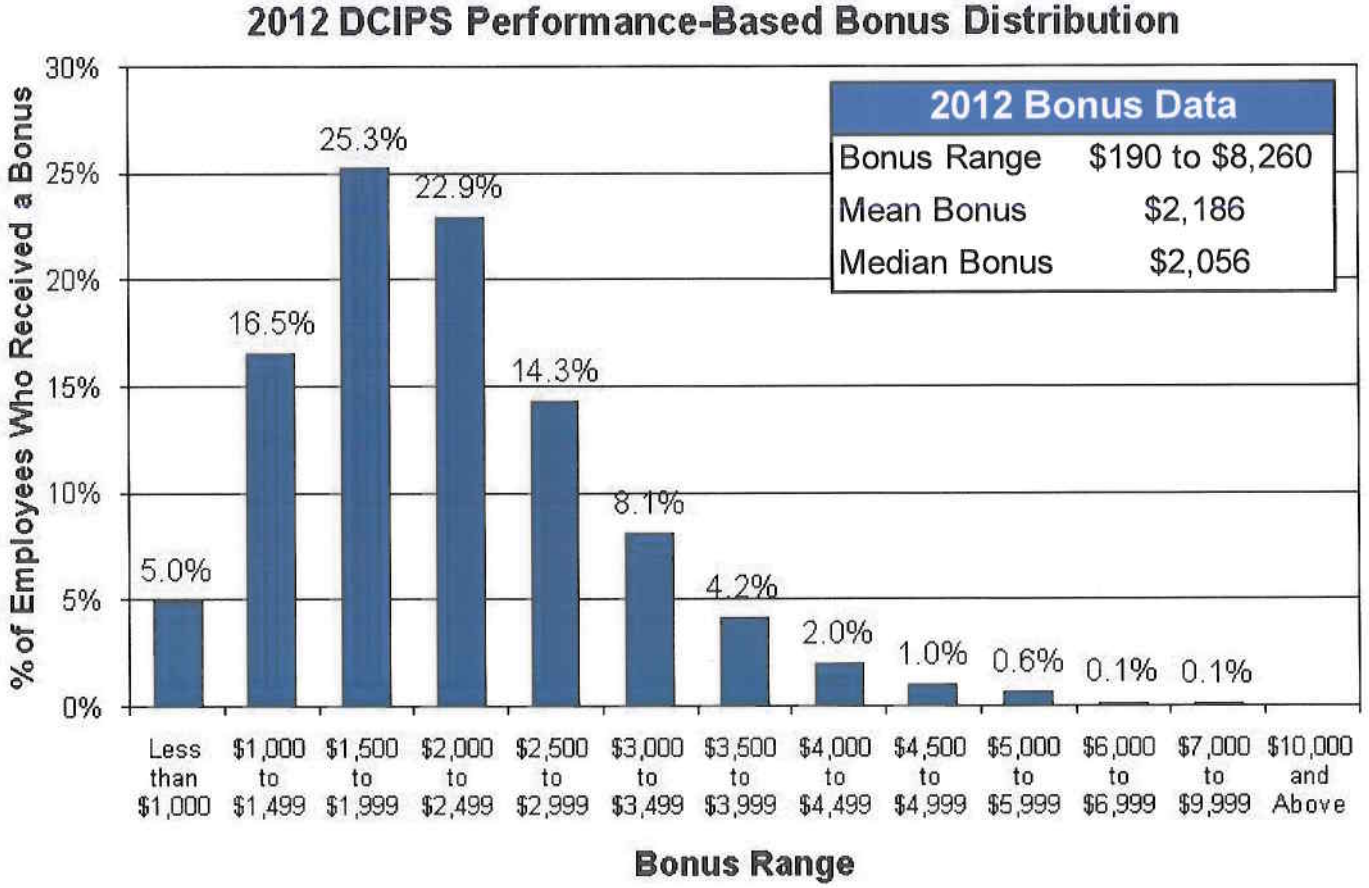
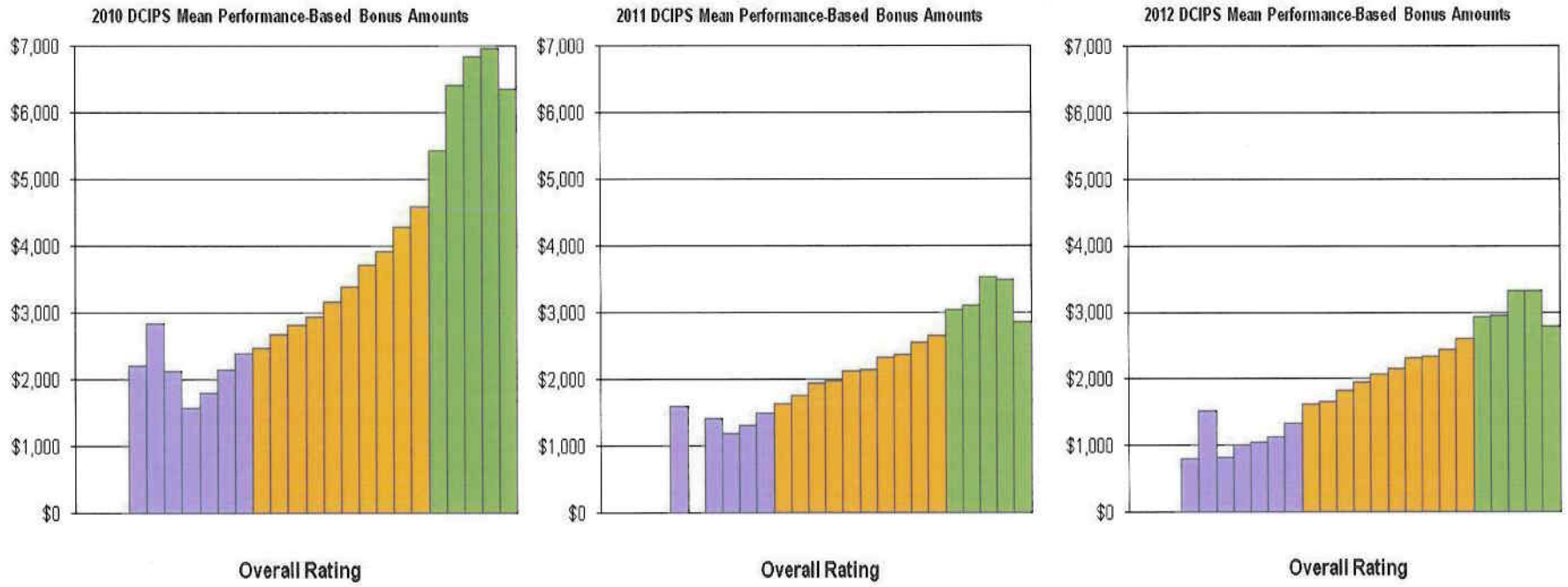
# Bonus Payouts – 2010 to 2012




- 2012 pay pools were funded at an average of 1.10% of base pay, which translated into 0.90% of adjusted base pay, which is consistent with 2011.
- Over 45% of bonuses were under $2,000, and no one received a bonus over $10,000.
- The mean and median bonuses were consistent with 2011.

# Bonus Payouts – 2010 to 2012




- Mean bonuses decreased for all rating levels from 2010 to 2011 due to lower bonus pool funding; mean bonuses were roughly the same from 2011 to 2012.

| 2009 to 2012 Overall DCIPS Bonus Statistics | | | | |
|---|---|---|---|---|
| | 2009 | 2010 | 2011 | 2012 |
| Mean Rating | 3.5 | 3.6 | 3.7 | 3.8 |
| % Receiving Bonus | 44% | 45% | 41% | 42% |
| Mean Funding (base) | 1.56% | 1.77% | 1.11% | 1.10% |
| Mean Bonus | $3,084 | $3,334 | $2,211 | $2,186 |
| Median Bonus | $2,704 | $3,031 | $2,063 | $2,056 |

Successful range (2.6 to 3.5)

Excellent range (3.6 to 4.5)

Outstanding range (4.6 to 5.0)

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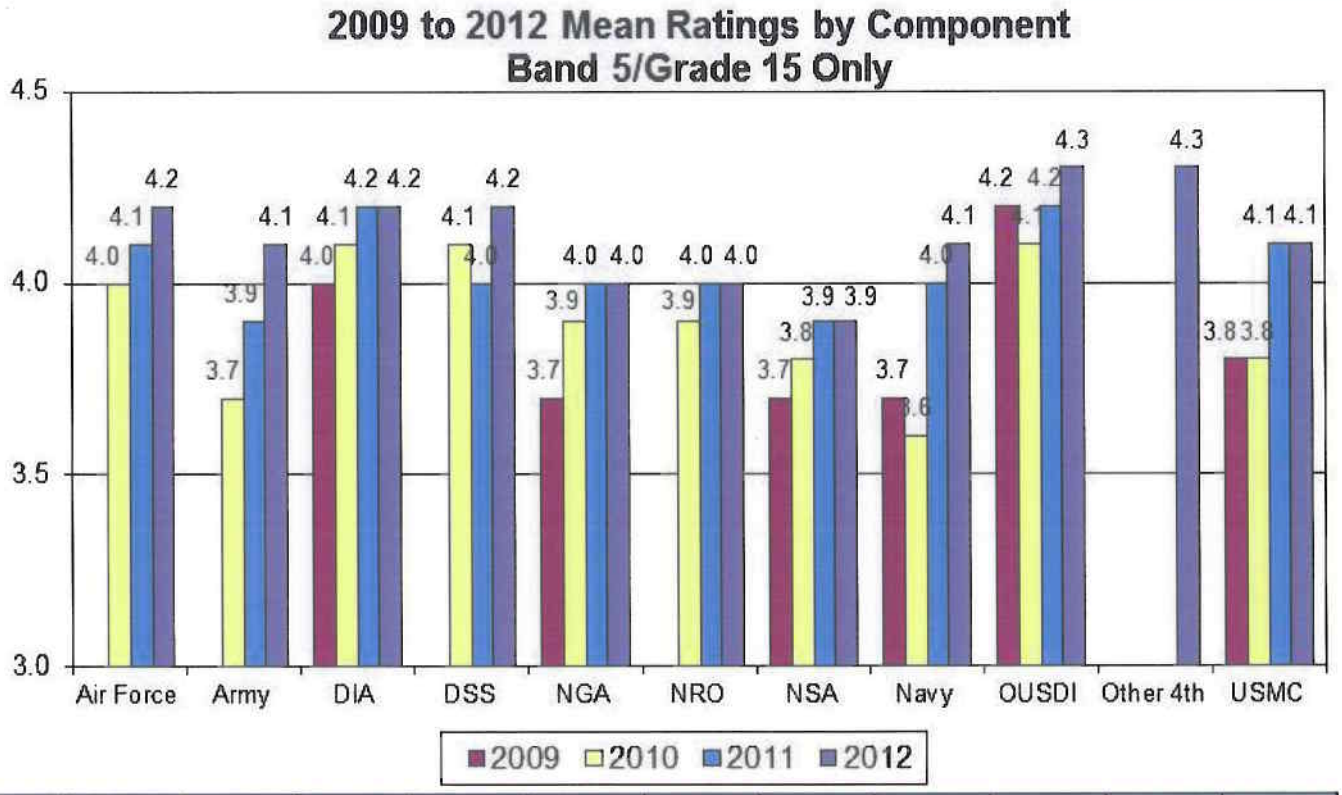
# DCIPS Band 5 Ratings – 2009 to 2012




| 2012 | Air Force | Army | DIA | DSS | NGA | NRO | NSA | Navy | OUSD(I) | Other 4th | USMC |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Overall Mean Rating | 3.8 | 3.8 | 4.2 | 4.0 | 3.7 | 4.0 | 3.7 | 3.8 | 4.2 | 3.8 | 3.8 |
| Band 5/Grade 15 as % of Rated Workforce | 4.1% | 3.8% | 11.3% | 5.3% | 14.6% | 24.1% | 14.6% | 8.6% | 74.6% | 6.8% | 5.2% |
| Mean Rating for Band 5 | 4.2 | 4.1 | 3.9 | 4.2 | 4.0 | 4.0 | 3.9 | 4.1 | 4.3 | 4.3 | 4.1 |

The difference in mean ratings for Band 5s across components (vs. OUSD(I)) was small in absolute terms but was statistically significant (in RED) for most components due to the very large number of employees in this category.

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# DCIPS DQIs and SQIs - 2012

| QSIs/DQIs/SQIs Awarded During DCIPS Pay Pools | | | |
|---|---|---|---|
| | 2010 | 2011 | 2012 |
| Overall | 575 | 496 | 772 |
| Air Force | 75 | 148 | 188 |
| Army | 266 | 214 | 288 |
| DIA | 181 | | 168 |
| DSS | 38 | 39 | 47 |
| NGA | | | |
| NRO | 12 | 27 | 19 |
| NSA | | | * |
| Navy | | 54 | 41 |
| OUSD(I) | 3 | 10 | 10 |
| Other 4th Est. | | | 6 |
| USMC | | 4 | 5 |

- Increase in the use of pay-increase awards through the pay pool process in 2012 over 2011. Approximately 1.4% of rated DCIPS employees received a DQI or SQI.
- NSA awarded 49 DQIs in June 2012 based upon 2011 performance ratings.
- Above figures include 17 SQIs in Army and 9 in Air Force.
- All components met the guideline to spend no more than 0.17% of aggregate salaries on these awards.