DCIPS 2011 Performance Ratings and Payouts

Initial Summary for

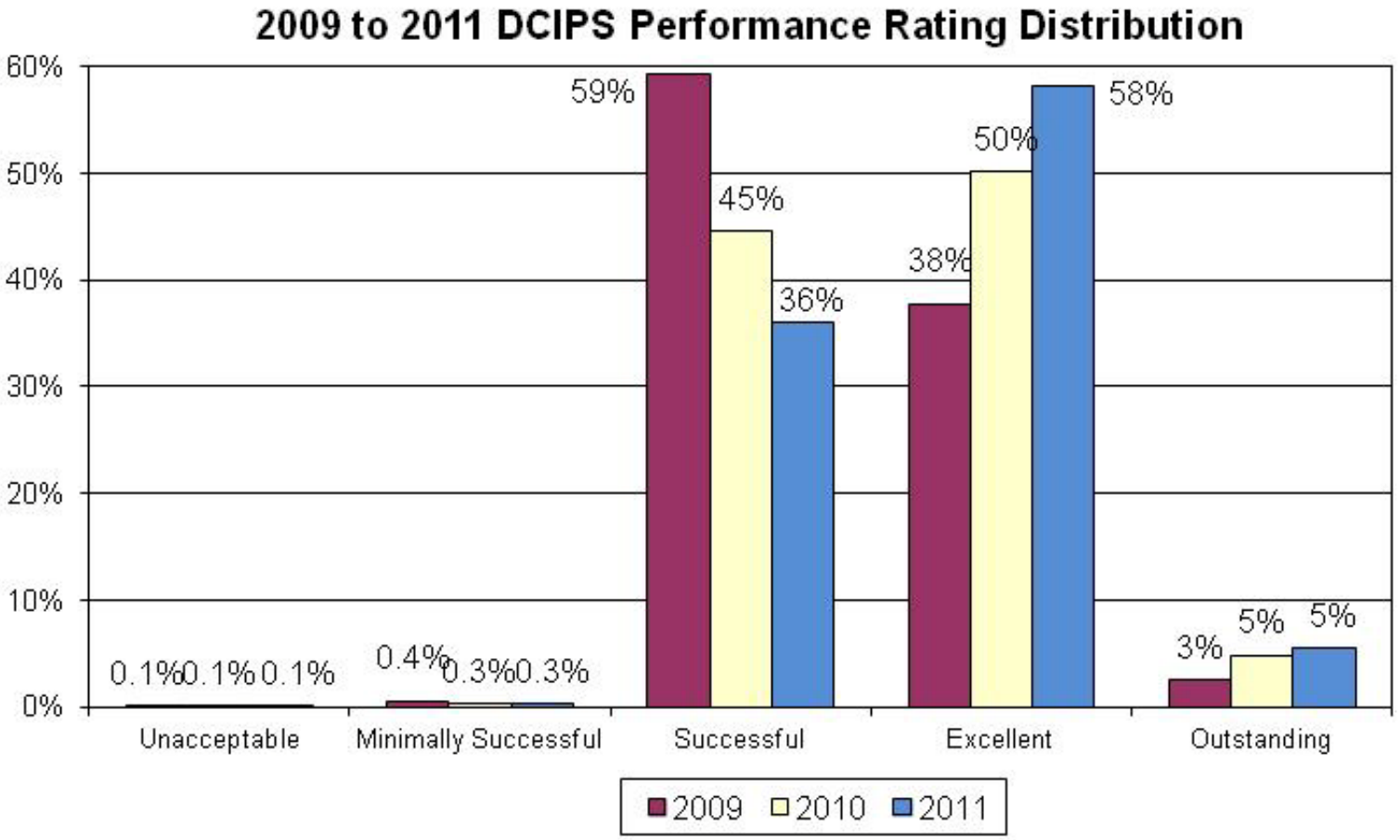
February 2012 Conference

Summary

- Overall story is that ratings continued to increase from previous years, based largely on the apparent shift to Excellent from Successful as the new baseline.
- The shift in rating distribution and in mean ratings appeared in almost all components and across pay bands.
- Mean bonus levels were down almost $1,000 across the Enterprise from 2010 due to lower funding (1.11% of base in 2011 versus 1.77% in 2010) and higher ratings overall.

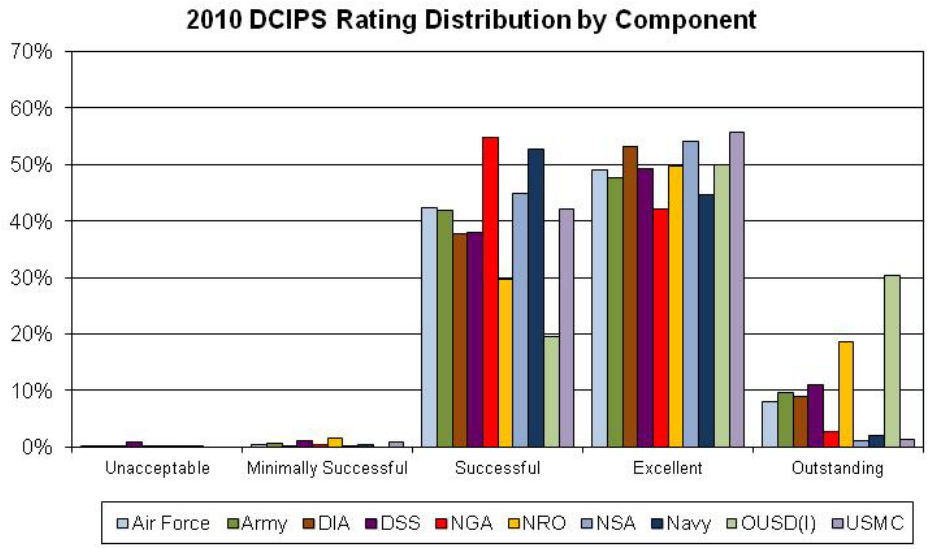
- Two things I would like to report on but have not made much headway on are JDA and QSI.
- Right now LM is telling us that NO ONE in any of the pay pools in the services or OSD used the JDA column in the CWB; this is unbelievable but it means we cannot run credible statistics on ratings or bonus based on JDA status.
- It appears that DIA and NSA (along with NGA) did not award QSIs at all during the pay pool process in 2011. QSI use was down overall, from 575 in the 2010 pay pools to 496 in 2011, although it almost doubled in Air Force.
- Have not looked into QSI use during the year yet.

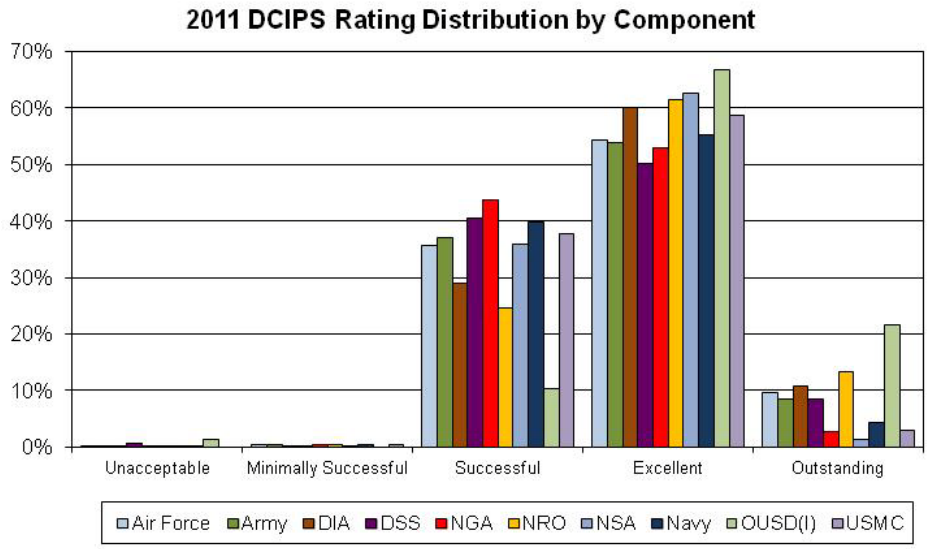
Rating Distributions - 2009 to 2011



- There has been a significant shift in the distribution of ratings from between 2009 and 2011, 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.

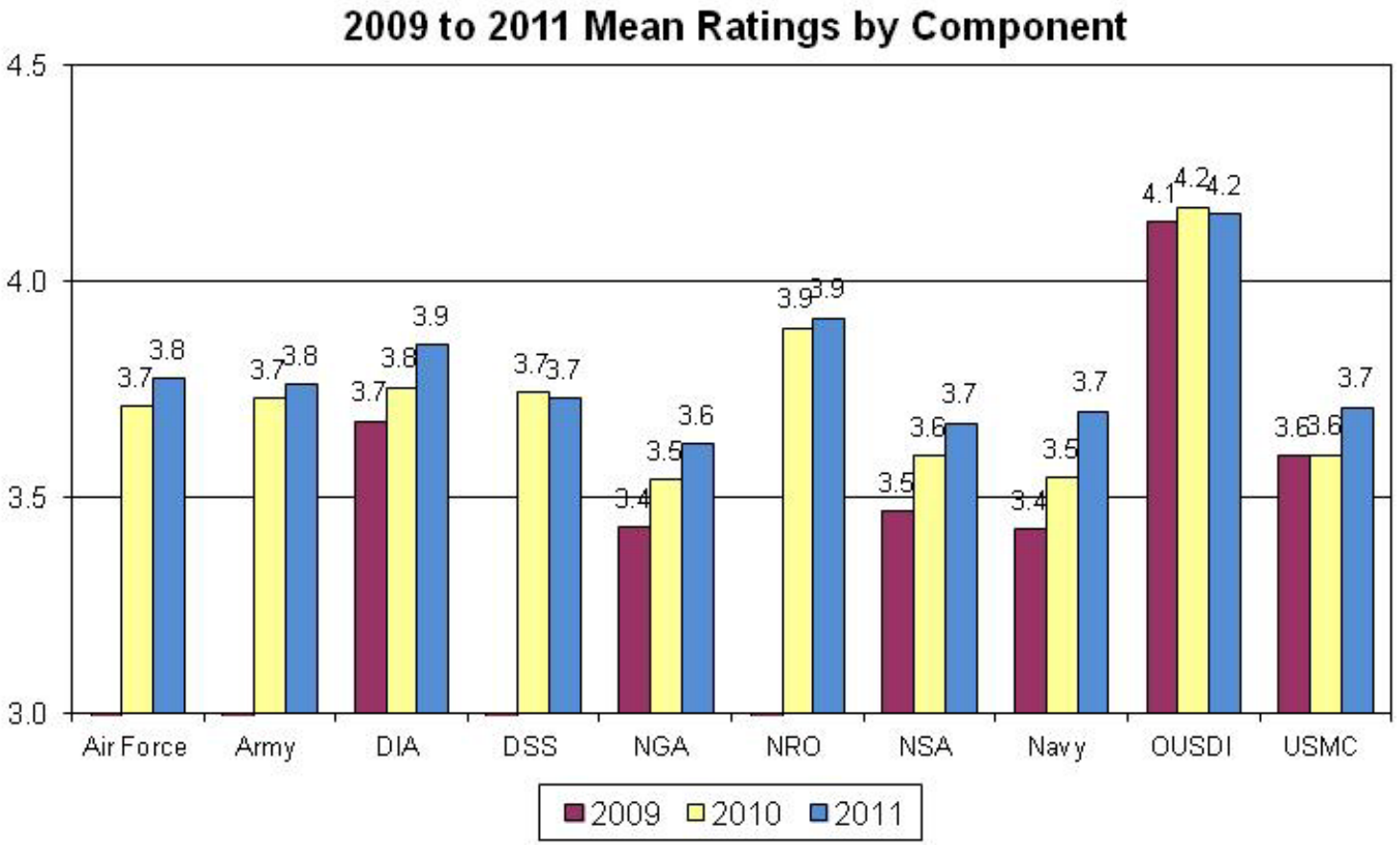
Rating Distributions - 2009 to 2011





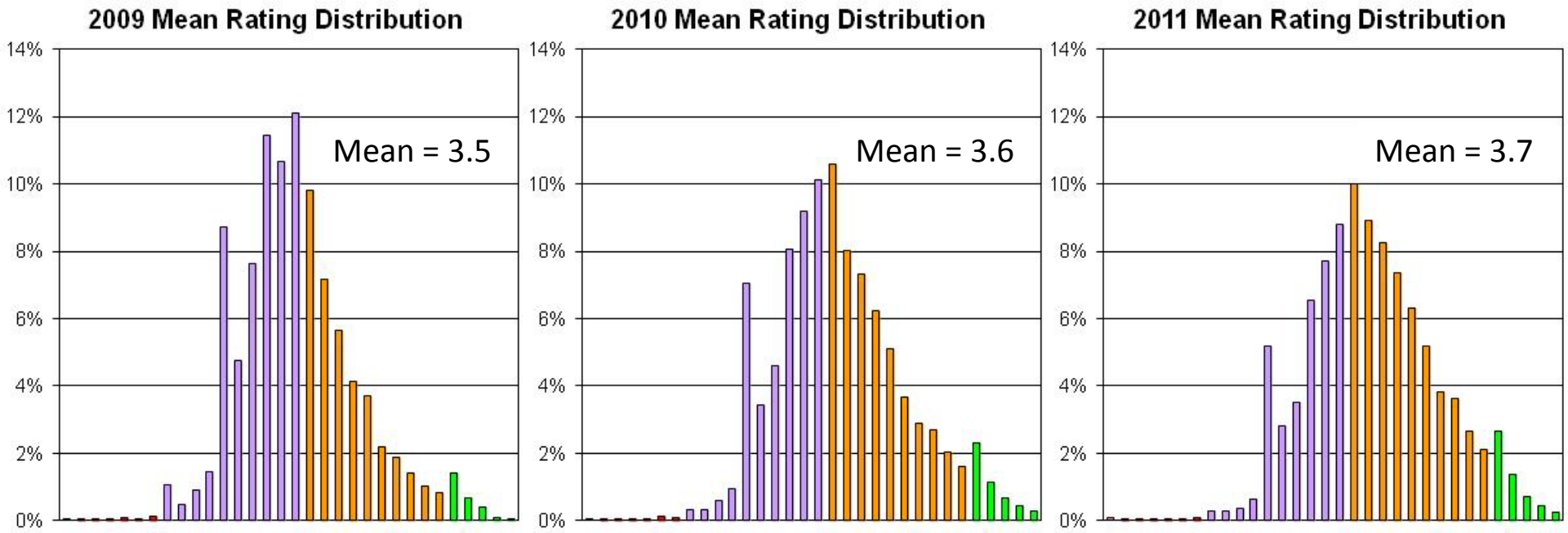
- This shift is evident in almost all components between 2010 and 2011. Some of the shift between 2009 and 2010 was due to the addition of new agencies.
- The proportion of Successful and Excellent ratings in DSS and OUSD(I) was roughly consistent between 2010 and 2011.

Rating Distributions - 2009 to 2011



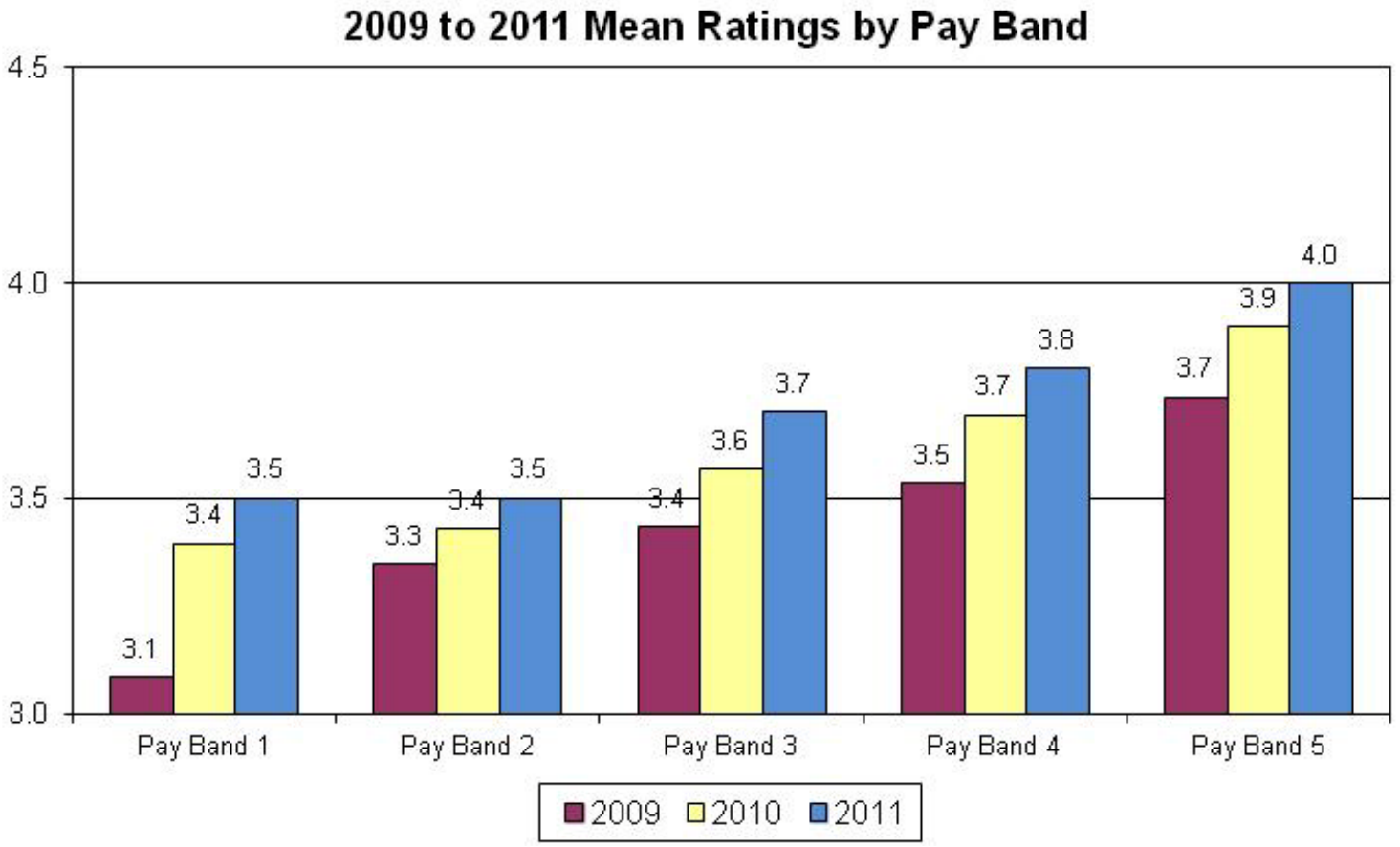
- The shift from ratings of Successful to ratings of Outstanding increased the mean performance rating in most agencies by 0.1 ratings point between 2010 and 2011 (rounded; NSA's difference was 0.07 points, for example).
- Since the shift was particularly evident in the largest agencies, it had an pronounced effect on the overall ratings distribution and mean rating for all DCIPS employees.

Rating Distributions - 2009 to 2011



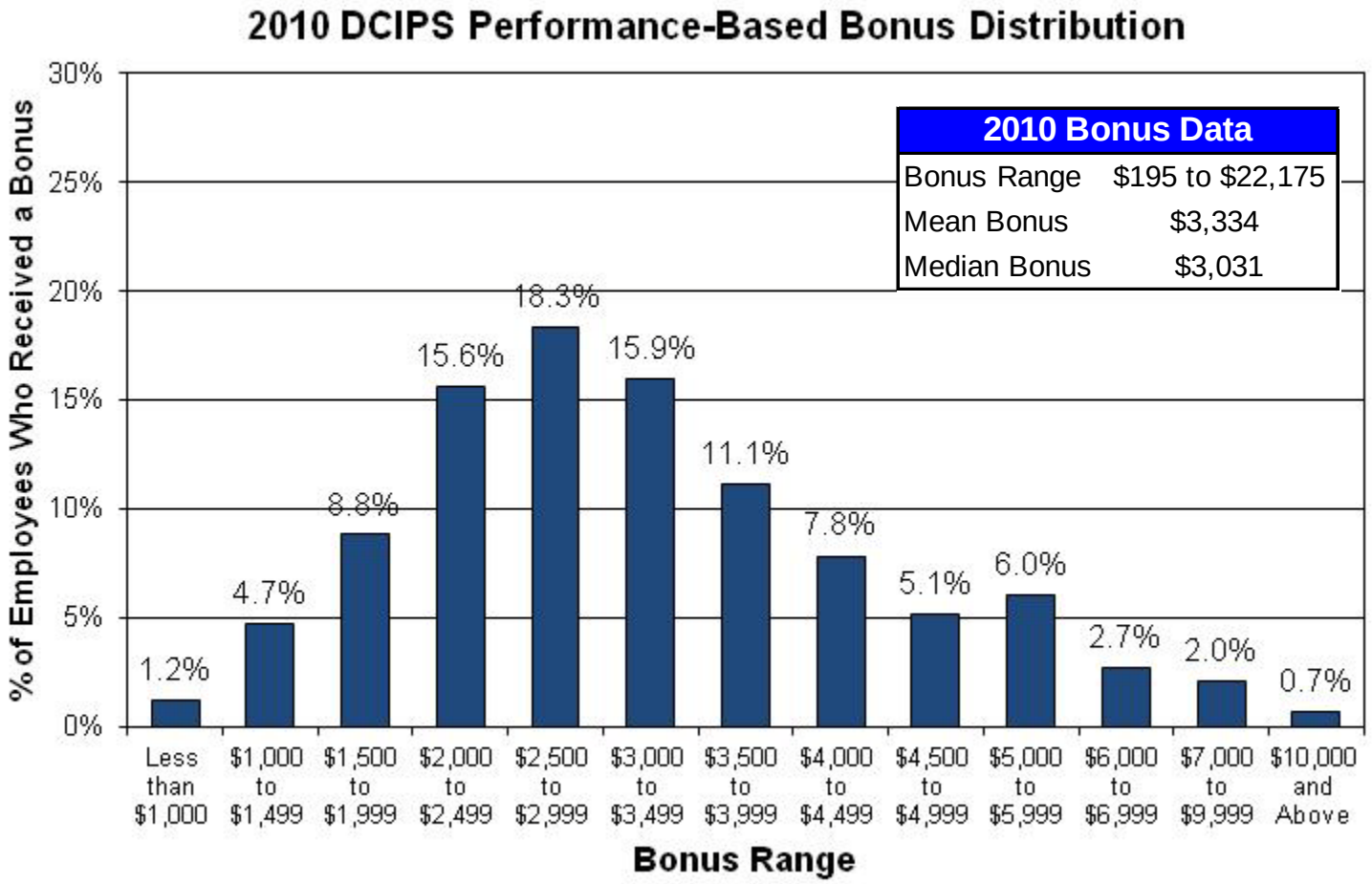
- The purple bars are ratings in the Successful range (2.6 to 3.5). Orange bars are in the Excellent range (3.6 to 4.5) and Green bars are in the Outstanding range.
- The Orange (Excellent) and Green (Outstanding) bars have grown over time.
- The mode rating in 2009 was 3.5. It was 3.6 in both 2010 and 2011.

Rating Distributions - 2009 to 2011



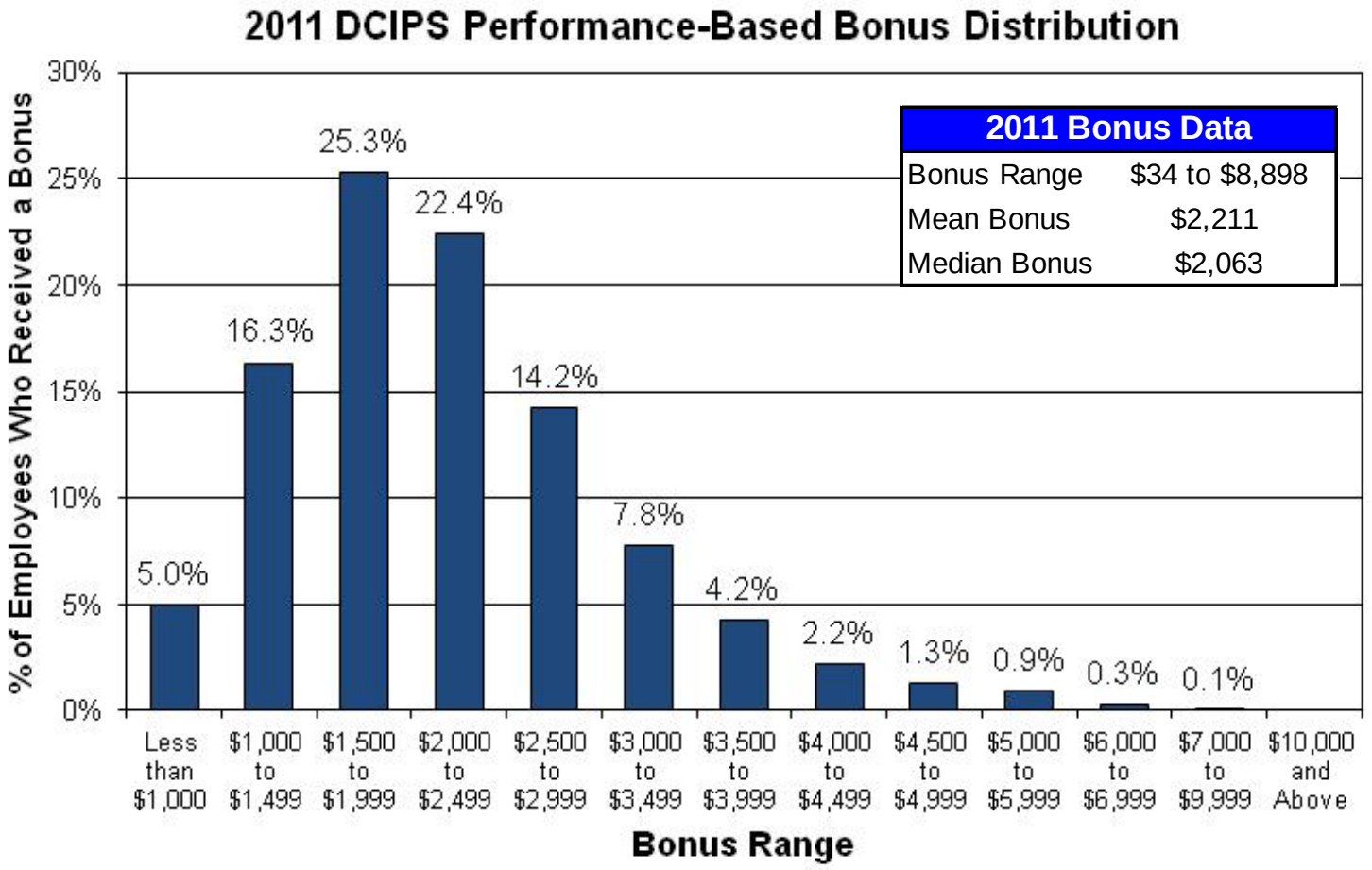
- The increase in mean ratings over time is evident in all pay bands.
- This chart includes NSA's employees, who are placed in pay bands based upon work category and work level for DCIPS payout purposes.

Bonus Payouts – 2010 and 2011



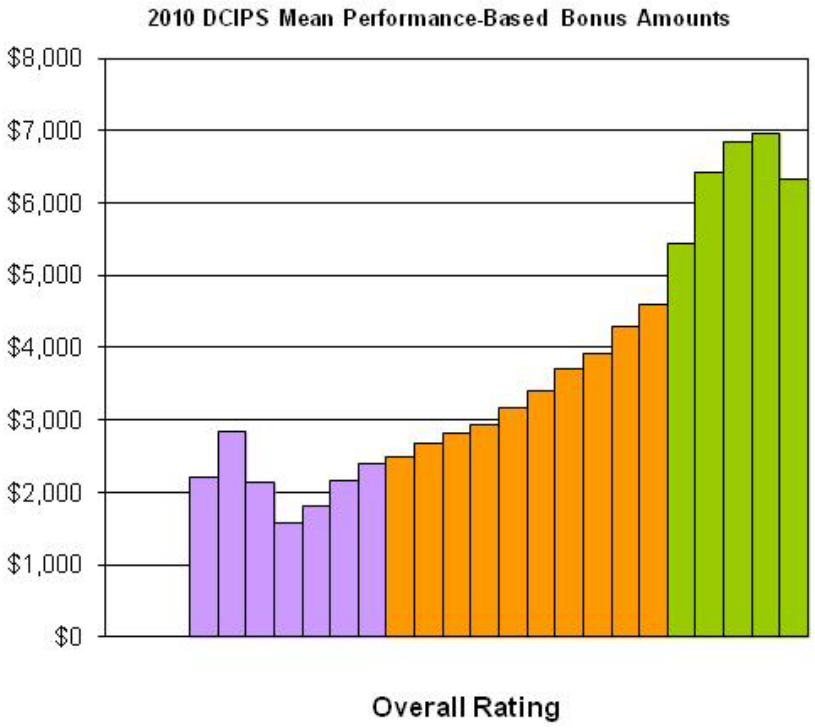
- 2010 pay pools were funded at an average of 1.77% of base pay.
- About 15% of bonuses were under $2,000, and over 150 people received bonuses of over $10,000.

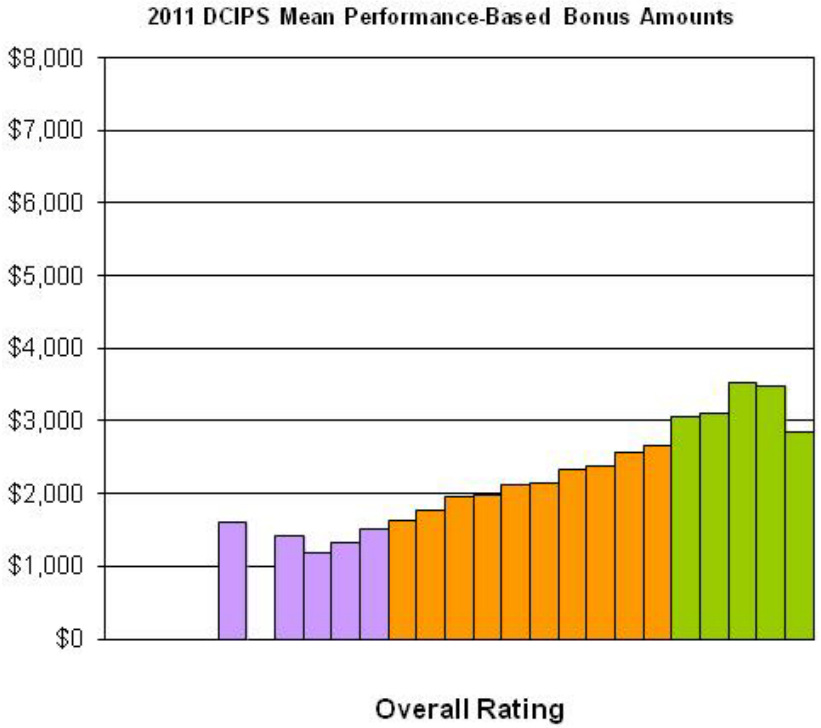
Bonus Payouts – 2010 and 2011



- 2010 pay pools were funded at an average of 1.11% of base pay, which translated into 0.92% of adjusted base pay.
- Over 45% of bonuses were under $2,000, and no one received a bonus over $10,000.
- The mean and median bonuses were about $1,000 lower than in 2010.

Bonus Payouts – 2010 and 2011

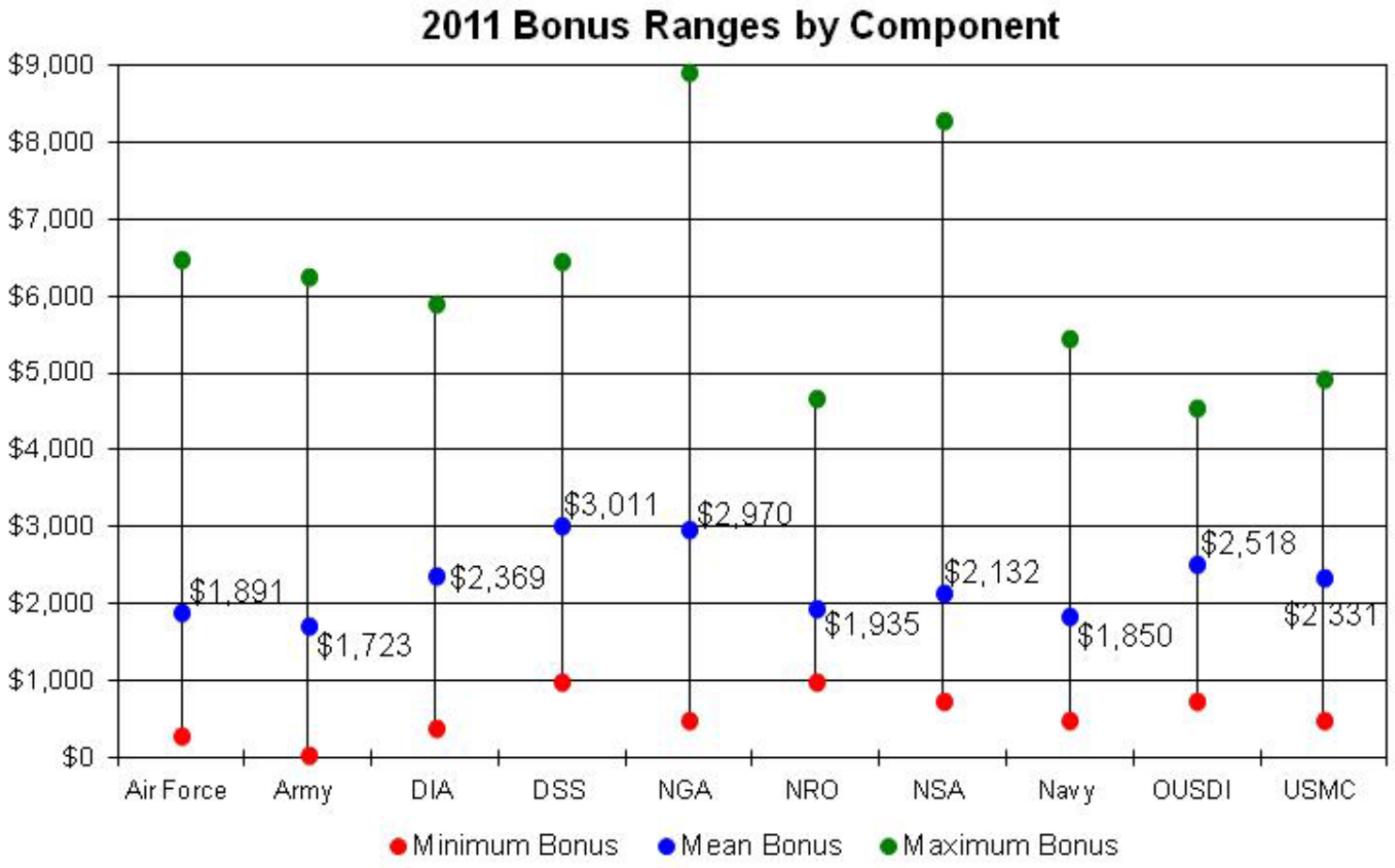




- Mean bonuses decreased for all rating levels from 2010 to 2011 due to lower bonus pool funding as well as a ratings distribution that skewed higher in 2011.

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

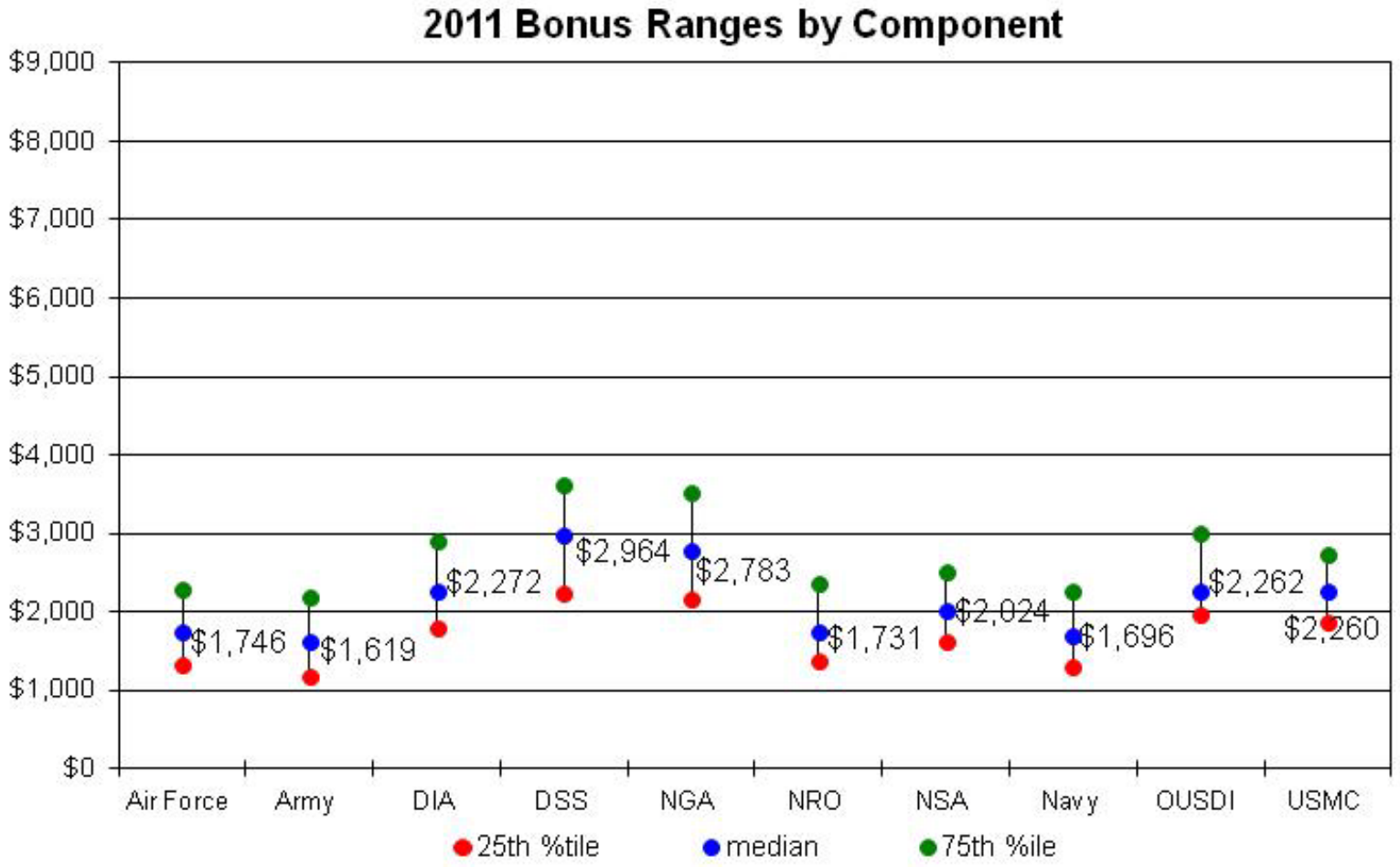
Bonus Payouts – 2010 and 2011



	Air Force	Army	DIA	DSS	NGA	NRO	NSA	Navy	OUSD(I)	USMC
% Receiving a Bonus	44%	42%	34%	24%	35%	45%	47%	42%	47%	33%

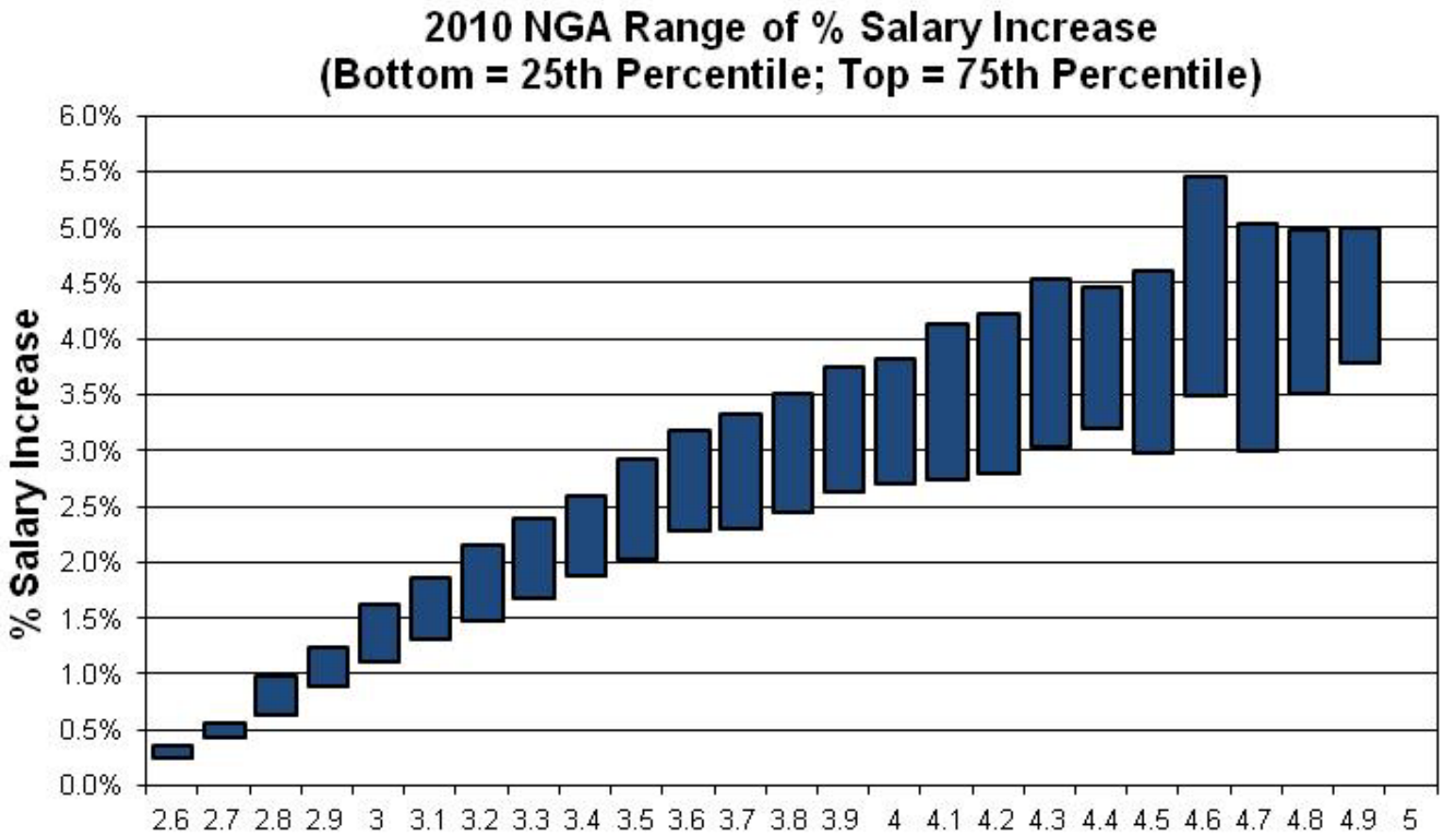
- Army had a few bonuses under $100; all others had minimum bonus of at least $300.

Bonus Payouts – 2010 and 2011



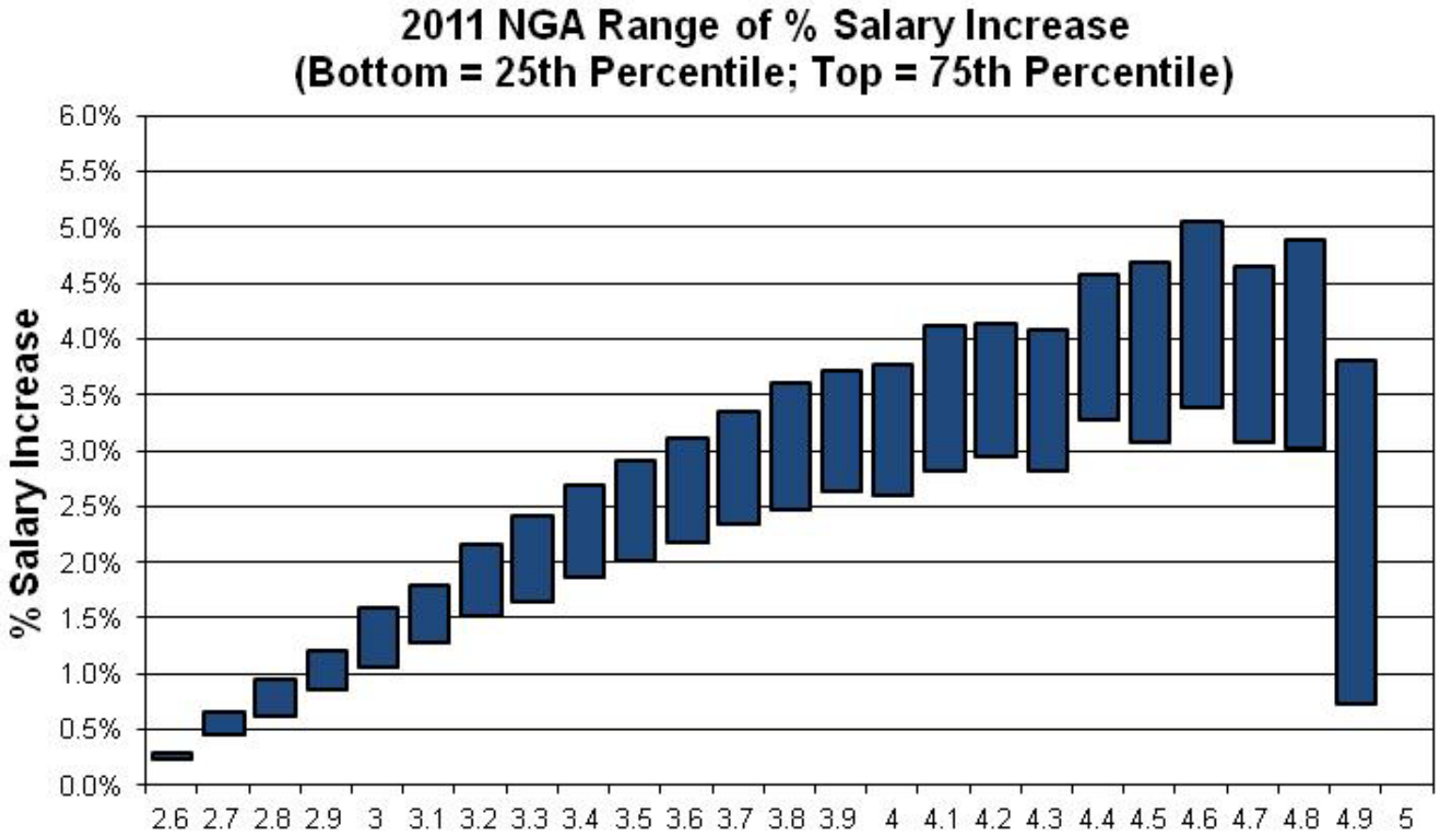
- Outliers (high bonuses) pulled the mean up in all components. This chart presents the median bonus by component, with the 25th and 75th percentiles.
- The middle 50% of bonuses in DCIPS as a whole were between about $1,600 and $2,700.

NGA Salary Increase - 2010



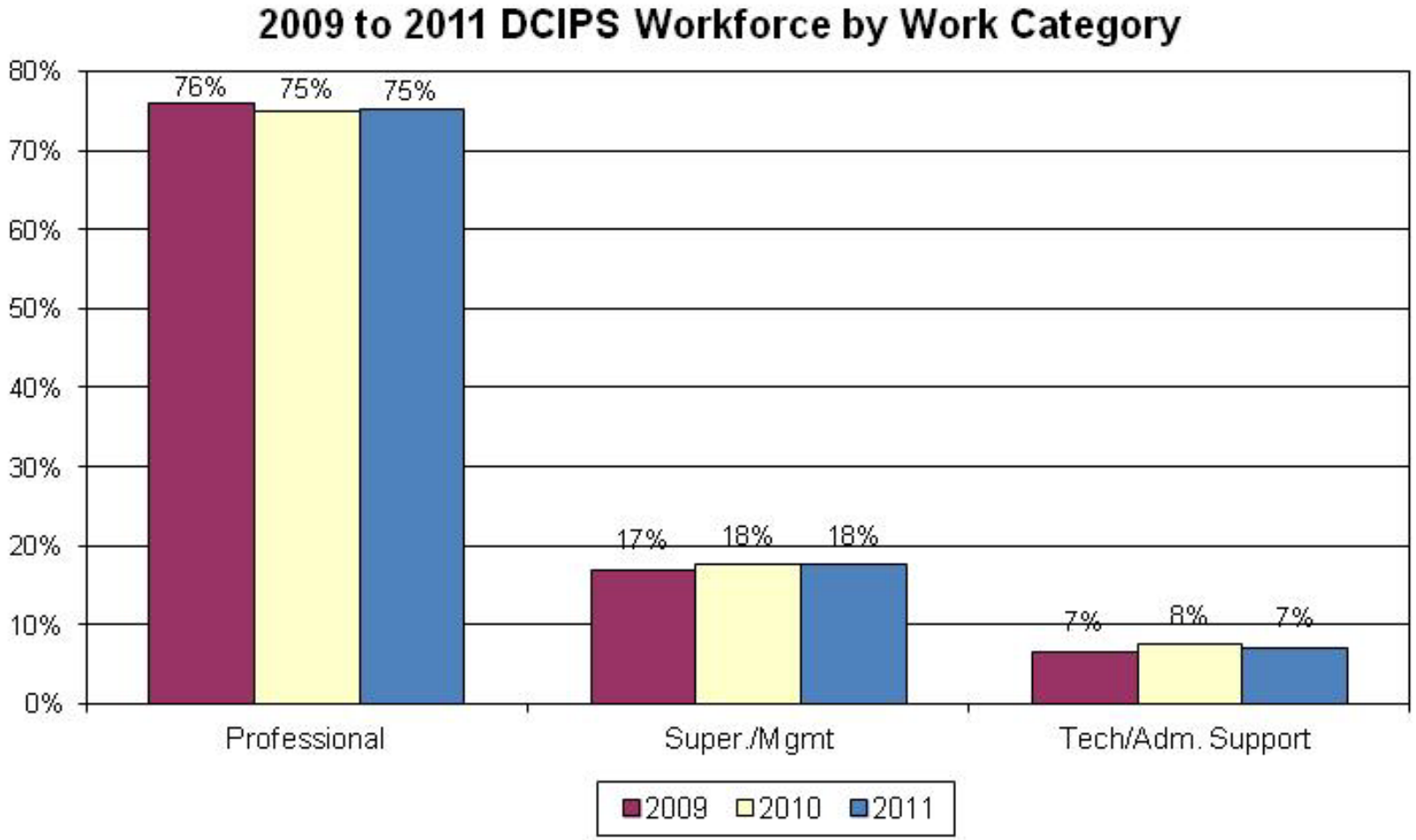
- NGA's mean rating in 2010 was 3.5; the mean salary increase was $2,064.

NGA Salary Increase - 2011



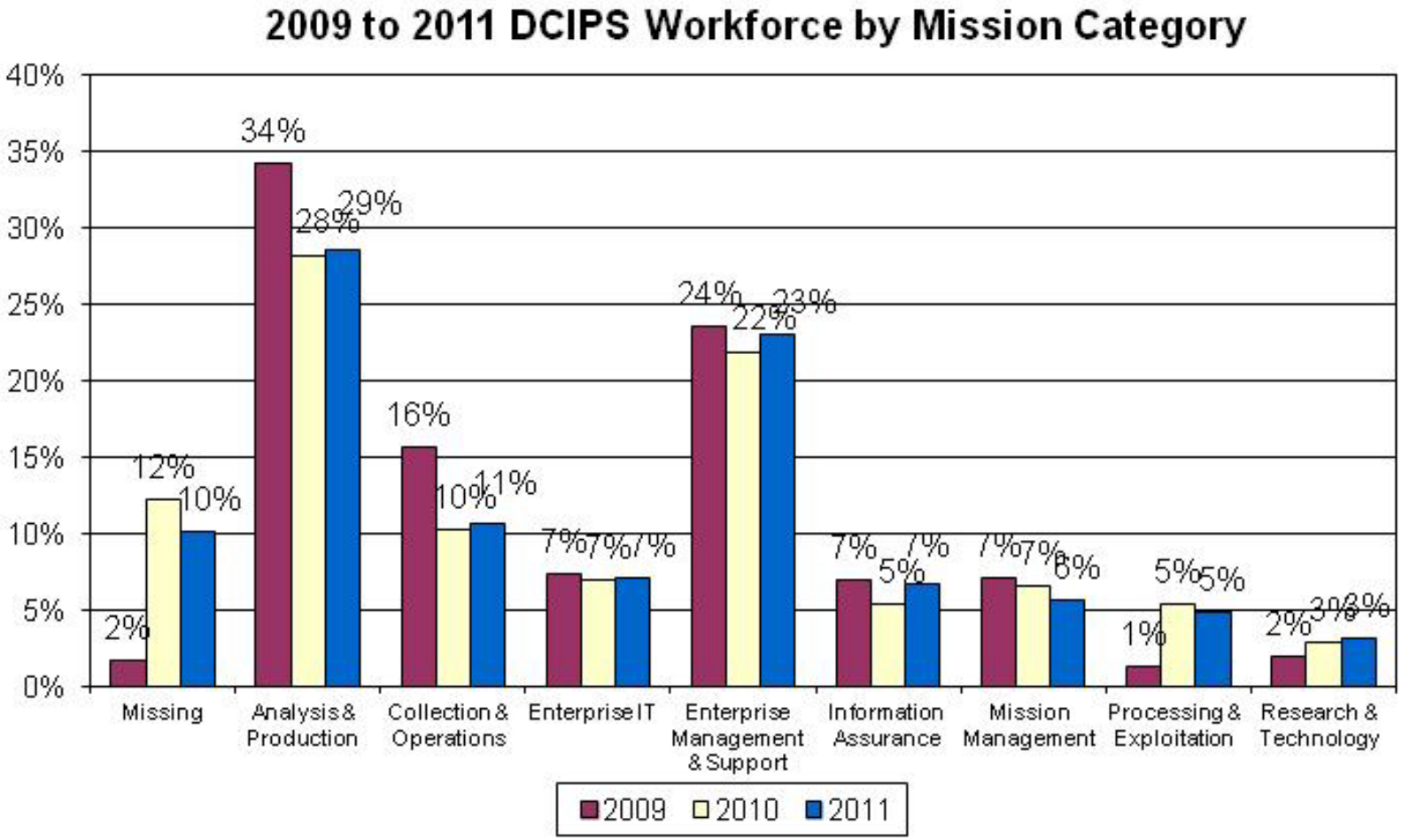
- NGA's mean rating in 2011 was 3.6.
- The mean salary increase was $2,149; slightly higher than in 2010 due to process changes in how pay pools were funded.
- Very low 75th% at 4.9 is due to employees being very close to the cap and receiving very small increases.

Rated Workforce – 2009 to 2011



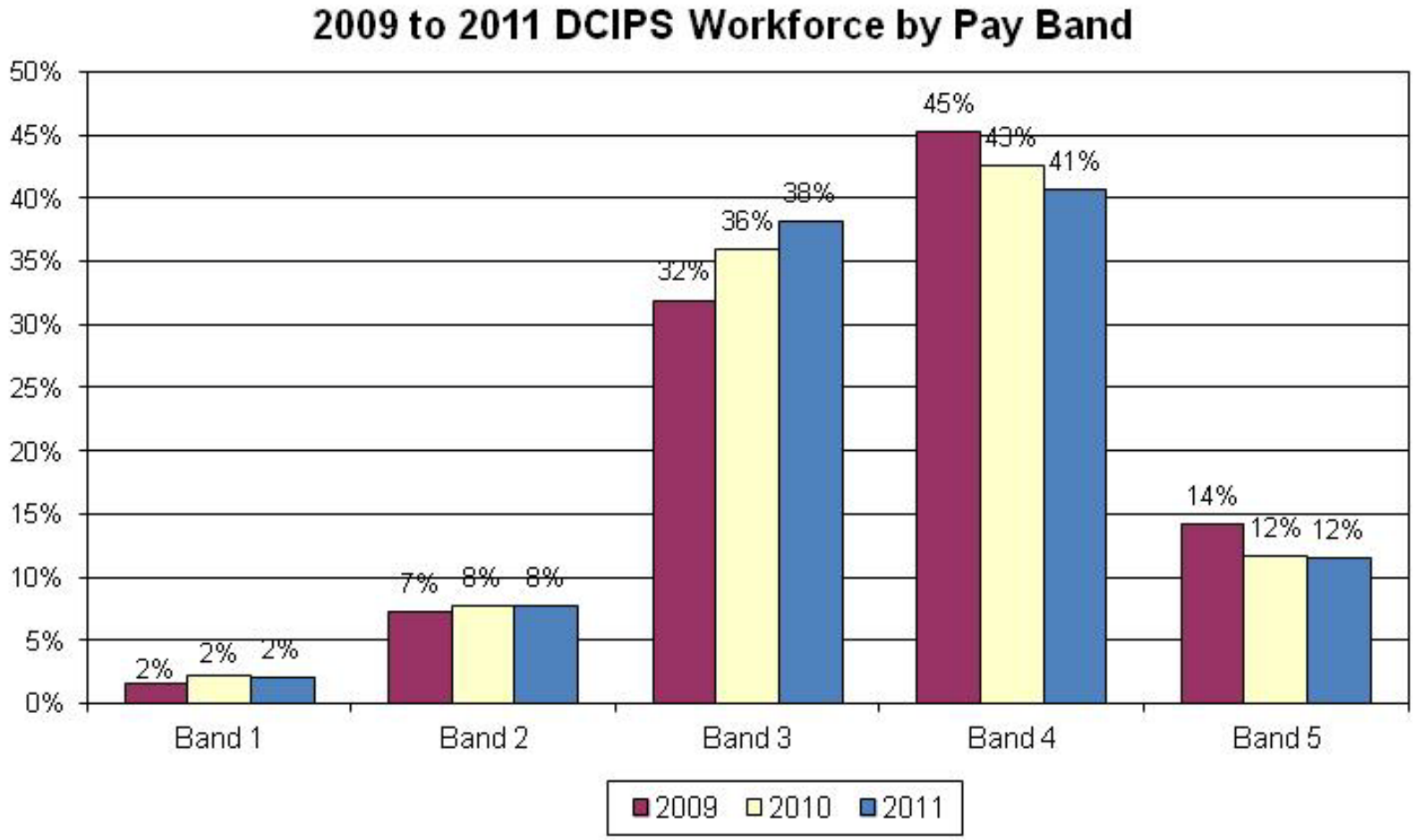
- The distribution among the work categories has been stable for the past three years.

Rated Workforce – 2009 to 2011



- The distribution among work categories changed somewhat between 2009 and 2010 with the addition of several agencies to DCIPS.
- It was stable between 2010 and 2011.

Rated Workforce – 2009 to 2011



- The proportion of Band 3 employees has grown over the last three years, while the proportion of Band 4 and 5 employees has decreased.