

FY 2017 Summary SES Pay and Performance Profile

Salary Profile

Employees at new salary cap (\$189,600):	119
Employees with Salaries Above Executive Level III (\$174,500):	238

Rating Distributions

Number and Percent Receiving				
Outstanding	Exceeds FS	Fully Successful	Marginal	Unsatisfactory
42.4%	47.7%	9.5%	0.4%	0.00%

Pay Adjustment Data

Up to 2%	>2 to 4%	>4 to 5%
40.5%	41%	18.5%

Bonus Data

Number and Percent Receiving		
5%	>5 to 10%	>10.0
8.4%	72.3%	19.3%

Average Bonus: 7.81%