

2009 PAYOUT OF THE NATIONAL SECURITY PERSONNEL SYSTEM

Statistical Report

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Background

The Department of Defense (DOD) established the National Security Personnel System (NSPS) under Public Law 108-136, the Defense Authorization Act for Fiscal Year 2004.¹ The intent of NSPS was to provide a flexible and contemporary system of human resources management for DOD's civilian employees. DOD employees have been entering NSPS in segments, or spirals, since April 30, 2006.

One of the founding principles of NSPS is that employees and supervisors must be compensated and retained on the basis of their performance and contribution to the mission. The performance management system within NSPS is intended to include a fair, credible, and transparent performance appraisal system, with timetables for review of employee performance, dialogue between employees and supervisors, and an appeals process to resolve workforce concerns in a timely and equitable manner. The system must also meet statutory and budgetary requirements.

Individual employees work with their supervisors to develop performance plans that include from one to ten job objectives that are related to the organization's mission and goals. Performance plans also identify how job objectives are expected to be accomplished and the relative weight of each objective. At the end of the rating cycle the employee provides narrative comments on what they have done and the results they have achieved towards each job objective. The supervisor considers this input, adds his or her own comments, and uses NSPS performance indicators to recommend a rating for each objective on a five-point scale, as follows:

- 1 = Unacceptable.
- 2 = Fair.
- 3 = Valued Performer.
- 4 = Exceeds Expectations.
- 5 = Role Model.

A rating of "1" on any objective results in an overall rating of "1." If all objectives are rated at "2" or higher, the supervisor calculates the weighted average rating across all objectives, rounding the overall rating to a whole number, as follows:

¹ SRA International, Inc. (May 15, 2009). *Program Executive Office National Security Personnel System (NSPS) – 2008 Evaluation Report*. Author, Arlington, VA. The "Background" section above is based on this report.

<u>Computed Overall Score</u>	<u>Rating of Record</u>
1 on any objective	1
2.00 to 2.50	2
2.51 to 3.50	3
3.51 to 4.50	4
4.51 to 5.00	5

A higher-level reviewer and one or more panels of managers review the supervisor's rating to ensure consistency and fairness across each pool of employees rated.

Performance-based pay increases are made in the form of salary increases and/or bonuses, calculated as a percentage of the employee's base pay. The employee's total payout is the sum of the salary increase plus bonus. Salary increases cannot take the employee above the top of his/her pay band and may be subject to other control points and pro-rationing.

Objective

The American Federation of Government Employees (AFGE) retained my services to conduct an independent statistical analysis of available data from the 2009 Payout by NSPS. This report describes the methods, findings, and conclusions of my analysis. The intent of my report was to provide a detailed statistical breakdown of the 2009 Payout and to provide some insights into the interpretation of the data. A full evaluation of NSPS and its performance management system was beyond the scope of my study.

Qualifications

I have a Ph.D. in industrial and organizational psychology from the University of Minnesota. I have been working in the field of industrial and organizational psychology for over 35 years, in both government and private industry, specializing in job analysis, position classification, employee selection, compensation, and equal employment opportunity. I have also served as an expert witness or technical advisor in over 100 cases, specializing in employment discrimination. Statistical analysis is a regular and necessary part of my work as a management consultant and expert witness.

Method

Data. I based my analysis on data provided to me by Mark Roth, Esq., General Counsel, AFGE on June 10, 2009. AFGE received the data on June 5, 2009, from Bradley B. Bunn, Program Executive Officer, National Security Personnel System, Department of Defense, Office of the Under Secretary for Personnel and Readiness. The data is for the January 2009 Payout by NSPS. This payout covers the FY 2008 performance appraisal period, which ran from October 1, 2007, to September 30, 2008. The source of the data is the Defense Civilian Personnel Data System.

Sample. Figure 1 provides a current organization chart for DOD.² (The Figure and Tables appear below, after the narrative report.) The employee sample for the 2009 Payout contained records for 167,072 civilian employees. The data contained no identifying information for any employee. The data provided only the following variables for each employee:

- **Age.** Under 40 or 40-up.
- **Ethnicity.** Hispanic, Non-Hispanic, or Not Specified.
- **Race.** AI/AN (American Indian or Alaskan Native), Asian, Black/AA (Black or African American), Multiracial, NH/PI (Native Hawaiian or Pacific Islander), White, or Not Specified.
- **Gender (Sex).** Female or Male.
- **Location.** State (Alabama, Alaska, etc.) or “Overseas.”
- **Department.** Air Force, Army, Navy/MC (Navy/Marine Corps), Other DOD, or Not Specified.
- **Rating.** Performance rating on 1-5 scale.
- **Percent Increase.** Percentage.
- **Percent bonus.** Percentage.
- **Percent total payout.** Percentage (sum of percent salary increase and percent bonus)

Analyses. The data was provided in a MS-Access file. I used a software package called SPSS to analyze the statistical data. As requested by AFGE, I analyzed the data by Department and Total DOD, ignoring Location.

In addition to calculating various descriptive statistics, I conducted an adverse impact analysis of the performance ratings and pay increases in the 2009 Payout. I analyzed the 2009 Payout results on the basis of age (under 40 vs. 40-up), ethnicity (Hispanic vs. non-Hispanic), race (white vs. AI/AN, white vs. Asian, white vs. black/AA, white vs. multiracial, and white vs. NH/PI), and sex (female vs. male). For purposes of my report, I defined “adverse impact” as a statistically significant difference between groups, as shown by a statistical test known as the “t-test.” By convention, findings are statistically significant if the observed differences have a chance probability of 5.00% under an appropriate statistical test. However, as the sample size increases, relatively small differences can be statistically significant. Therefore, one must also consider the practical significance of observed differences.

² DOD website, June 23, 2009. <http://www.defenselink.mil/odam/omp/pubs/GuideBook/Pdf/DoD.PDF>.

Findings and Conclusions

Table 1 describes the employee sample for the 2009 Payout by age, ethnicity, race, and sex, department, and total DOD. The sample contains a total 167,072 civilian employees, including a few for whom Department, ethnicity, and/or race were “not specified” (i.e., were unknown).

Tables 2-7 provide descriptive statistics for overall Performance Rating by Department and demographics. Performance ratings were scored in whole numbers on a five-point scale. For Total DOD, ratings ranged from 1 to 5, with a median of 3 and the mean of 3.471.

Tables 8-13 provide descriptive statistics for Percent Salary Increase by Department and demographics. For Total DOD, Salary Increases ranged from 0.0 – 20.4%, with a median of 3.5% and a mean of 3.671%.

Tables 14-19 provide descriptive statistics for Percent Bonus by Department and demographics. For Total DOD, Bonuses ranged from 0.0 – 20.6%, with a median of 1.4% and a mean of 1.792%.

Tables 20-25 provide descriptive statistics for Percent Total Payout by Department and demographics. For Total DOD, Bonuses ranged from 0.0 – 20.6%, with a median of 1.4% and a mean of 1.792%.

Tables 26-30 show the distribution of Percent Salary Increase by Performance Rating and Department. No employee who was rated as “1” or “2” received a salary increase. Some employees who were rated as “3,” “4,” or “5” also received no salary increase, probably because they were already at the top of their salary range. The tables also showed that employees with exactly the same performance rating did not necessarily receive exactly the same salary increase. In fact, salary increases varied by as much as about 10-20% for the same performance rating, indicating that supervisors had differing views of the value of performance and/or that performance was not the only factor that determined salary increases.

Tables 31-35 show the distribution of Percent Bonus by Performance Rating and Department. The results are similar to those for salary increases. No employee who was rated as “1” or “2” received a bonus. Some employees who were rated as “3,” “4,” or “5” also received no bonus, probably due to program restrictions. The tables also showed that employees with exactly the same performance rating did not necessarily receive exactly the same bonus. In fact, bonuses varied by as much as about 9-18% for the same performance rating, indicating that supervisors had differing views of the value of performance and/or that performance was not the only factor that determined bonuses.

Tables 36-40 show the distribution of Percent Total Payout by Performance Rating and Department. No employee who was rated as “1” or “2” received a performance payout.

Every employee who was rated as “3,” “4,” or “5” received a performance payout, but some of these payouts were relatively small, going down to less than 1.0%. The tables also showed that employees with exactly the same performance rating did not necessarily receive exactly the same total payout. In fact, total payouts varied by as much as about 20-30% for the same performance rating, indicating that supervisors had differing views of the value of performance and/or that performance was not the only factor that determined total payouts.

Tables 41-43 provide summary statistics for Salary Increase by Rating, Bonus by Rating, and Total Payout by Rating for each Department. For Total DOD, only 1.26% of employees were rated as “1” or “2” on the five-point rating scale, making them ineligible to receive a performance-based pay increase. In other words, 98.64% were eligible, and all received a performance-based pay increase of some amount, although the amounts varied quite a bit within each rating level.

Table 44 shows the Pearson correlation between performance ratings and performance-based pay increases by Department.³ For Percent Salary Increase, the correlations ranged from .581 to .673, with a correlation of .600 for Total DOD. For Percent Bonus, the correlations ranged from .371 to .480, with a correlation of .393 for Total DOD. For Percent Total Payout, the correlations ranged from .763 to .832, with a correlation of .773 for Total DOD. The correlation for Total Payout was much higher than the correlations for Salary Increase or Bonus. Given the restrictions and controls on salary increases, regardless of performance, it appears that supervisors used the flexibility of bonuses to provide total payouts that were more in line with job performance. However, a correlation of .773 accounts for only 59.8% of the variance in total payouts, leaving 40.2% of the variance to be explained by factors other than performance ratings.

Tables 44-49 provide an adverse impact analysis of the Performance Ratings used in the 2009 Payout. I found statistically significant differences among the demographic groups, but with such large sample sizes, even relatively small differences achieved statistical significance.

Tables 50-54 provide an adverse impact analysis of the Salary Increases in the 2009 Payout. I found statistically significant differences among the demographic groups, but with such large sample sizes, even relatively small differences achieved statistical significance.

Tables 55-59 provide an adverse impact analysis of the Bonuses in the 2009 Payout. I found statistically significant differences among the demographic groups, but with such large sample sizes, even relatively small differences achieved statistical significance.

³ Pearson correlations show the linear relationship between two variables. Correlations range from -1.00 (perfect negative relationship) to +1.00 (perfect positive relationship). A correlation of 0.00 indicates a completely random relationship.

Tables 60-64 provide an adverse impact analysis of the Total Payout in the 2009 Payout. I found statistically significant differences among the demographic groups, but with such large sample sizes, even relatively small differences achieved statistical significance.

Table 1. Department of Defense - Employee Sample, 2009 Payout

Group	Demographic		Air Force		Army		Navy/MC		Other DOD		Not Specified		Total DOD		
	Subgroup	N	Pct	N	Pct	N	Pct	N	Pct	N	Pct	N	Pct	N	Pct
Age	Under 40	6386	17.5%	11574	18.2%	8335	18.4%	4064	18.7%	62	52.1%	30421	18.2%	30421	18.2%
	40-up	30030	82.5%	51895	81.8%	37028	81.6%	17641	81.3%	57	47.9%	136651	81.8%	136651	81.8%
Ethnicity	Hispanic	2247	6.2%	4081	6.4%	2056	4.5%	1075	5.0%	102	85.7%	9561	5.7%	9561	5.7%
	Non-Hispanic	34169	93.8%	59276	93.4%	43168	95.2%	20630	95.0%	11	9.2%	157254	94.1%	157254	94.1%
	Not Specified	0	0.0%	112	0.2%	139	0.3%	0	0.0%	6	5.0%	257	0.2%	257	0.2%
Race	AI/AN	306	0.8%	608	1.0%	303	0.7%	168	0.8%	15	12.6%	1400	0.8%	1400	0.8%
	Asian	1642	4.5%	2882	4.5%	3931	8.7%	1076	5.0%	31	26.1%	9562	5.7%	9562	5.7%
	Black/AA	3929	10.8%	10958	17.3%	6349	14.0%	3990	18.4%	21	17.6%	25247	15.1%	25247	15.1%
	Multiracial	280	0.8%	535	0.8%	506	1.1%	184	0.8%	15	12.6%	1520	0.9%	1520	0.9%
	NH/PI	107	0.3%	342	0.5%	428	0.9%	103	0.5%	26	21.8%	1006	0.6%	1006	0.6%
	White	28161	77.3%	44558	70.2%	32151	70.9%	15305	70.5%	5	4.2%	120180	71.9%	120180	71.9%
	Not Specified	1991	5.5%	3586	5.7%	1695	3.7%	879	4.0%	6	5.0%	8157	4.9%	8157	4.9%
Sex	Female	13316	36.6%	26794	42.2%	18318	40.4%	10421	48.0%	70	58.8%	68919	41.3%	68919	41.3%
	Male	23100	63.4%	36675	57.8%	27045	59.6%	11284	52.0%	49	41.2%	98153	58.7%	98153	58.7%
Total		36416	100.0%	63469	100.0%	45363	100.0%	21705	100.0%	119	100.0%	167072	100.0%	167072	100.0%

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

Table 2. Air Force - Performance Ratings, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	6386	1	5	3.000	3.454	0.594
	40-up	30030	1	5	3.000	3.531	0.635
Ethnicity	Hispanic	2247	1	5	3.000	3.449	0.614
	Non-Hispanic	34169	1	5	3.000	3.522	0.629
	Not specified	0					
Race	AI/AN	306	2	5	3.000	3.431	0.614
	Asian	1642	1	5	3.000	3.367	0.572
	Black/AA	3929	1	5	3.000	3.367	0.582
	Multiracial	280	2	5	3.000	3.386	0.612
	NH/PI	107	1	5	3.000	3.411	0.614
	White	28161	1	5	3.000	3.554	0.634
	Not specified	1991	1	5	3.000	3.455	0.615
Sex	Female	13316	1	5	3.000	3.530	0.628
	Male	23100	1	5	3.000	3.510	0.629
TOTAL	All employees	36416	1	5	3.000	3.517	0.629

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 3. Army - Performance Ratings, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	11574	1	5	3.000	3.430	0.585
	40-up	51895	1	5	3.000	3.476	0.608
Ethnicity	Hispanic	4081	1	5	3.000	3.424	0.580
	Non-Hispanic	59276	1	5	3.000	3.471	0.605
	Not specified	112	3	5	4.000	3.643	0.628
Race	AI/AN	608	1	5	3.000	3.362	0.589
	Asian	2882	1	5	3.000	3.468	0.602
	Black/AA	10958	1	5	3.000	3.351	0.578
	Multiracial	535	1	5	3.000	3.359	0.582
	NH/PI	342	2	5	3.000	3.482	0.602
	White	44558	1	5	3.000	3.502	0.609
	Not specified	3586	1	5	3.000	3.434	0.582
Sex	Female	26794	1	5	3.000	3.471	0.610
	Male	36675	1	5	3.000	3.466	0.601
TOTAL	All employees	63469	1	5	3.000	3.468	0.604

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 4. Navy/Marine Corps - Performance Ratings, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	8335	1	5	3.000	3.438	0.592
	40-up	37028	1	5	3.000	3.443	0.613
Ethnicity	Hispanic	2056	1	5	3.000	3.399	0.592
	Non-Hispanic	43168	1	5	3.000	3.444	0.610
	Not specified	139	1	5	3.000	3.345	0.574
Race	AI/AN	303	1	5	3.000	3.413	0.596
	Asian	3931	1	5	3.000	3.366	0.580
	Black/AA	6349	1	5	3.000	3.306	0.574
	Multiracial	506	1	5	3.000	3.358	0.630
	NH/PI	428	1	5	3.000	3.364	0.571
	White	32151	1	5	3.000	3.484	0.616
	Not specified	1695	1	5	3.000	3.386	0.595
Sex	Female	18318	1	5	3.000	3.425	0.607
	Male	27045	1	5	3.000	3.453	0.611
TOTAL	All employees	45363	1	5	3.000	3.442	0.610

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 5. Other DOD - Performance Ratings, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	4064	1	5	3.000	3.463	0.627
	40-up	17641	1	5	3.000	3.467	0.650
Ethnicity	Hispanic	1075	1	5	3.000	3.380	0.607
	Non-Hispanic	20630	1	5	3.000	3.471	0.648
	Not specified	0					
Race	AI/AN	168	1	5	3.000	3.256	0.629
	Asian	1076	2	5	3.000	3.351	0.590
	Black/AA	3990	1	5	3.000	3.328	0.589
	Multiracial	184	2	5	3.000	3.435	0.640
	NH/PI	103	2	5	3.000	3.408	0.633
	White	15305	1	5	3.000	3.520	0.659
	Not specified	879	1	5	3.000	3.364	0.609
Sex	Female	10421	1	5	3.000	3.453	0.637
	Male	11284	1	5	3.000	3.479	0.653
TOTAL	All employees	21705	1	5	3.000	3.467	0.646

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 6. Department Not Specified - Performance Ratings, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	62	3	5	3.000	3.452	0.670
	40-up	57	2	5	3.000	3.281	0.559
Ethnicity	Hispanic	102	2	5	3.000	3.353	0.608
	Non-Hispanic	11	3	5	3.000	3.636	0.809
	Not specified	6	3	4	3.000	3.167	0.408
Race	AI/AN	15	3	4	3.000	3.267	0.457
	Asian	31	3	5	3.000	3.290	0.529
	Black/AA	21	2	5	3.000	3.286	0.644
	Multiracial	15	3	5	3.000	3.600	0.737
	NH/PI	26	2	5	3.000	3.346	0.629
	White	5	3	5	4.000	4.200	0.837
	Not specified	6	3	4	3.000	3.167	0.408
Sex	Female	70	2	5	3.000	3.457	0.674
	Male	49	2	5	3.000	3.245	0.522
TOTAL	All employees	119	2	5	3.000	3.370	0.623

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 7. Total DOD - Performance Ratings, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	30421	1	5	3.000	3.442	0.595
	40-up	136651	1	5	3.000	3.478	0.622
Ethnicity	Hispanic	9561	1	5	3.000	3.419	0.595
	Non-Hispanic	157254	1	5	3.000	3.475	0.618
	Not specified	257	1	5	3.000	3.471	0.612
Race	AI/AN	1400	1	5	3.000	3.374	0.601
	Asian	9562	1	5	3.000	3.395	0.586
	Black/AA	25247	1	5	3.000	3.338	0.580
	Multiracial	1520	1	5	3.000	3.375	0.613
	NH/PI	1006	1	5	3.000	3.414	0.595
	White	120180	1	5	3.000	3.512	0.624
	Not specified	8157	1	5	3.000	3.421	0.596
Sex	Female	68919	1	5	3.000	3.467	0.617
	Male	98153	1	5	3.000	3.474	0.617
TOTAL	All employees	167072	1	5	3.000	3.471	0.617

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 8. Air Force - Percent Salary Increase, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	6386	0.0	19.7	3.500	3.620	2.000
	40-up	30030	0.0	18.6	3.400	3.597	1.882
Ethnicity	Hispanic	2247	0.0	12.9	3.300	3.428	1.792
	Non-Hispanic	34169	0.0	19.7	3.400	3.612	1.910
	Not specified	0					
Race	AI/AN	306	0.0	10.4	3.400	3.513	2.044
	Asian	1642	0.0	19.7	3.200	3.290	1.857
	Black/AA	3929	0.0	11.5	3.200	3.297	1.723
	Multiracial	280	0.0	9.8	3.200	3.387	1.948
	NH/PI	107	0.0	9.5	3.400	3.364	1.686
	White	28161	0.0	18.6	3.500	3.677	1.929
	Not specified	1991	0.0	12.9	3.300	3.438	1.790
Sex	Female	13316	0.0	19.7	3.500	3.639	1.932
	Male	23100	0.0	13.7	3.400	3.579	1.886
TOTAL	All employees	36416	0.0	19.7	3.400	3.601	1.903

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 9. Army - Percent Salary Increase, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	11574	0.0	16.2	3.700	3.945	2.224
	40-up	51895	0.0	16.6	3.600	3.806	2.007
Ethnicity	Hispanic	4081	0.0	16.6	3.700	3.841	2.013
	Non-Hispanic	59276	0.0	16.2	3.600	3.830	2.052
	Not specified	112	0.0	9.9	4.200	4.315	1.877
Race	AI/AN	608	0.0	12.2	3.500	3.732	1.945
	Asian	2882	0.0	15.0	3.500	3.750	1.940
	Black/AA	10958	0.0	14.3	3.400	3.632	1.921
	Multiracial	535	0.0	15.0	3.400	3.572	2.069
	NH/PI	342	0.0	11.2	3.600	3.868	1.987
	White	44558	0.0	16.2	3.700	3.889	2.087
	Not specified	3586	0.0	16.6	3.700	3.852	2.022
Sex	Female	26794	0.0	16.6	3.700	3.951	2.107
	Male	36675	0.0	16.2	3.600	3.744	2.001
TOTAL	All employees	63469	0.0	16.6	3.600	3.832	2.049

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 10. Navy/Marine Corps - Percent Salary Increase, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	8335	0.0	15.3	3.700	3.838	2.030
	40-up	37028	0.0	16.7	3.300	3.408	1.922
Ethnicity	Hispanic	2056	0.0	14.0	3.400	3.529	1.957
	Non-Hispanic	43168	0.0	16.7	3.400	3.485	1.949
	Not specified	139	0.0	9.1	3.200	3.352	1.761
Race	AI/AN	303	0.0	10.7	3.400	3.521	1.861
	Asian	3931	0.0	13.3	3.300	3.288	1.883
	Black/AA	6349	0.0	14.8	3.100	3.241	1.813
	Multiracial	506	0.0	15.3	3.200	3.388	2.088
	NH/PI	428	0.0	10.7	3.600	3.662	1.960
	White	32151	0.0	16.7	3.400	3.559	1.975
	Not specified	1695	0.0	14.0	3.400	3.481	1.966
Sex	Female	18318	0.0	14.8	3.400	3.525	1.959
	Male	27045	0.0	16.7	3.400	3.461	1.942
TOTAL	All employees	45363	0.0	16.7	3.400	3.487	1.949

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 11. Other DOD - Percent Salary Increase, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	4064	0.0	20.4	3.700	4.067	2.291
	40-up	17641	0.0	17.2	3.400	3.617	1.962
Ethnicity	Hispanic	1075	0.0	12.8	3.400	3.620	2.088
	Non-Hispanic	20630	0.0	20.4	3.500	3.705	2.033
	Not specified						
Race	AI/AN	168	0.0	9.9	3.100	3.330	1.965
	Asian	1076	0.0	12.2	3.200	3.519	1.875
	Black/AA	3990	0.0	17.2	3.400	3.541	1.883
	Multiracial	184	0.0	11.8	3.300	3.660	1.879
	NH/PI	103	0.0	8.1	3.600	3.628	1.832
	White	15305	0.0	20.4	3.600	3.769	2.085
	Not specified	879	0.0	12.4	3.400	3.553	2.018
Sex	Female	10421	0.0	20.4	3.500	3.797	2.020
	Male	11284	0.0	15.3	3.500	3.612	2.046
TOTAL	All employees	21705	0.0	20.4	3.500	3.701	2.036

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 12. Department Not Specified - Percent Salary Increase, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	62	0.0	12.7	3.600	3.781	2.493
	40-up	57	0.0	10.2	3.000	3.256	1.675
Ethnicity	Hispanic	102	0.0	10.2	3.300	3.370	1.945
	Non-Hispanic	11	1.2	12.7	3.500	4.682	3.693
	Not specified	6	2.6	5.7	4.400	4.133	1.147
Race	AI/AN	15	0.0	5.1	3.100	2.700	1.568
	Asian	31	0.9	8.7	3.200	3.577	1.662
	Black/AA	21	0.0	8.8	2.400	2.714	2.274
	Multiracial	15	2.0	6.5	3.700	3.967	1.442
	NH/PI	26	0.0	10.2	3.450	3.492	2.179
	White	5	3.5	12.7	5.900	7.300	4.144
	Not specified	6	2.6	5.7	4.400	4.133	1.147
Sex	Female	70	0.0	12.7	3.500	3.820	2.490
	Male	49	0.0	6.5	3.100	3.114	1.460
TOTAL	All employees	119	0.0	12.7	3.400	3.529	2.148

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 13. Total DOD - Percent Salary Increase, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	30421	0.0	20.4	3.700	3.863	2.141
	40-up	136651	0.0	18.6	3.500	3.628	1.958
Ethnicity	Hispanic	9561	0.0	16.6	3.500	3.647	1.967
	Non-Hispanic	157254	0.0	20.4	3.500	3.672	1.996
	Not specified	257	0.0	9.9	3.600	3.790	1.858
Race	AI/AN	1400	0.0	12.2	3.400	3.579	1.953
	Asian	9562	0.0	19.7	3.400	3.454	1.906
	Black/AA	25247	0.0	17.2	3.300	3.466	1.867
	Multiracial	1520	0.0	15.3	3.300	3.491	2.027
	NH/PI	1006	0.0	11.2	3.500	3.693	1.938
	White	120180	0.0	20.4	3.600	3.736	2.025
	Not specified	8157	0.0	16.6	3.400	3.642	1.964
Sex	Female	68919	0.0	20.4	3.500	3.754	2.030
	Male	98153	0.0	16.7	3.500	3.612	1.967
TOTAL	All employees	167072	0.0	20.4	3.500	3.671	1.994

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 14. Air Force - Percent Bonus, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	6386	0.00	15.30	1.100	1.391	1.324
	40-up	30030	0.00	17.40	1.300	1.675	1.450
Ethnicity	Hispanic	2247	0.00	9.00	1.200	1.524	1.231
	Non-Hispanic	34169	0.00	17.40	1.300	1.632	1.448
	Not specified	0					
Race	AI/AN	306	0.00	8.50	1.200	1.516	1.440
	Asian	1642	0.00	13.70	1.000	1.285	1.396
	Black/AA	3929	0.00	11.30	1.100	1.372	1.188
	Multiracial	280	0.00	10.40	1.100	1.435	1.446
	NH/PI	107	0.00	5.90	1.300	1.409	0.984
	White	28161	0.00	17.40	1.300	1.691	1.476
	Not specified	1991	0.00	9.00	1.200	1.538	1.248
Sex	Female	13316	0.00	17.40	1.300	1.609	1.416
	Male	23100	0.00	17.40	1.300	1.635	1.448
TOTAL	All employees	36416	0.00	17.40	1.300	1.625	1.436

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 15. Army - Percent Bonus, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	11574	0.00	14.80	1.400	1.728	1.592
	40-up	51895	0.00	20.60	1.600	2.009	1.873
Ethnicity	Hispanic	4081	0.00	14.40	1.400	1.819	1.643
	Non-Hispanic	59276	0.00	20.60	1.500	1.968	1.840
	Not specified	112	0.00	6.30	1.500	1.814	1.479
Race	AI/AN	608	0.00	16.10	1.500	1.796	1.655
	Asian	2882	0.00	14.90	1.500	1.811	1.607
	Black/AA	10958	0.00	15.10	1.300	1.673	1.579
	Multiracial	535	0.00	11.30	1.200	1.735	1.684
	NH/PI	342	0.00	9.20	1.100	1.480	1.348
	White	44558	0.00	20.60	1.600	2.055	1.908
	Not specified	3586	0.00	14.40	1.400	1.840	1.655
Sex	Female	26794	0.00	20.60	1.400	1.842	1.773
	Male	36675	0.00	20.00	1.600	2.042	1.863
TOTAL	All employees	63469	0.00	20.60	1.500	1.958	1.828

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 16. Navy/Marine Corps - Percent Bonus, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	8335	0.00	14.80	0.700	1.046	1.434
	40-up	37028	0.00	15.30	1.000	1.489	1.577
Ethnicity	Hispanic	2056	0.00	9.80	0.900	1.257	1.414
	Non-Hispanic	43168	0.00	15.30	1.000	1.416	1.569
	Not specified	139	0.00	6.80	0.900	1.154	1.128
Race	AI/AN	303	0.00	9.80	0.900	1.208	1.366
	Asian	3931	0.00	9.80	0.900	1.274	1.450
	Black/AA	6349	0.00	13.90	0.800	1.150	1.297
	Multiracial	506	0.00	14.90	0.800	1.230	1.517
	NH/PI	428	0.00	8.50	0.800	1.049	1.231
	White	32151	0.00	15.30	1.000	1.491	1.626
	Not specified	1695	0.00	9.80	1.000	1.278	1.425
Sex	Female	18318	0.00	14.80	1.000	1.320	1.495
	Male	27045	0.00	15.30	1.000	1.467	1.601
TOTAL	All employees	45363	0.00	15.30	1.000	1.408	1.561

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 17. Other DOD - Percent Bonus, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	4064	0.00	15.80	1.600	2.003	1.696
	40-up	17641	0.00	20.10	2.000	2.484	2.028
Ethnicity	Hispanic	1075	0.00	14.60	1.900	2.281	1.746
	Non-Hispanic	20630	0.00	20.10	2.000	2.400	1.990
	Not specified	0					
Race	AI/AN	168	0.00	11.10	1.800	2.170	1.766
	Asian	1076	0.00	12.30	1.800	2.195	1.732
	Black/AA	3990	0.00	15.80	1.700	1.978	1.563
	Multiracial	184	0.00	17.80	2.050	2.513	2.426
	NH/PI	103	0.00	8.30	1.900	2.382	1.722
	White	15305	0.00	20.10	2.100	2.525	2.086
	Not specified	879	0.00	13.00	1.900	2.254	1.696
Sex	Female	10421	0.00	19.20	1.800	2.215	1.833
	Male	11284	0.00	20.10	2.100	2.559	2.091
TOTAL	All employees	21705	0.00	20.10	2.000	2.394	1.979

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 18. Department Not Specified - Percent Bonus, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	62	0.00	6.80	1.400	1.716	1.405
	40-up	57	0.00	4.40	1.200	1.588	1.167
Ethnicity	Hispanic	102	0.00	6.80	1.400	1.699	1.295
	Non-Hispanic	11	0.00	4.30	0.700	1.373	1.345
	Not specified	6	0.30	3.80	1.050	1.417	1.280
Race	AI/AN	15	0.40	4.50	1.300	1.807	1.160
	Asian	31	0.00	5.10	1.200	1.410	1.084
	Black/AA	21	0.00	6.80	1.400	1.886	1.650
	Multiracial	15	0.00	4.30	1.600	1.867	1.367
	NH/PI	26	0.00	4.30	1.400	1.619	1.331
	White	5	0.00	2.80	2.100	1.580	1.178
	Not specified	6	0.30	3.80	1.050	1.417	1.280
Sex	Female	70	0.00	6.80	1.700	1.880	1.359
	Male	49	0.00	4.50	1.200	1.333	1.128
TOTAL	All employees	119	0.00	6.80	1.300	1.655	1.292

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 19. Total DOD - Percent Bonus, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	30421	0.00	15.80	1.100	1.507	1.548
	40-up	136651	0.00	20.60	1.400	1.856	1.760
Ethnicity	Hispanic	9561	0.00	14.60	1.300	1.679	1.547
	Non-Hispanic	157254	0.00	20.60	1.400	1.800	1.741
	Not specified	257	0.00	6.80	1.100	1.448	1.331
Race	AI/AN	1400	0.00	16.10	1.300	1.653	1.587
	Asian	9562	0.00	14.90	1.100	1.542	1.558
	Black/AA	25247	0.00	15.80	1.200	1.543	1.481
	Multiracial	1520	0.00	17.80	1.100	1.607	1.741
	NH/PI	1006	0.00	9.20	1.100	1.385	1.365
	White	120180	0.00	20.60	1.400	1.879	1.798
	Not specified	8157	0.00	14.40	1.300	1.694	1.550
Sex	Female	68919	0.00	20.60	1.300	1.715	1.674
	Male	98153	0.00	20.10	1.400	1.847	1.767
TOTAL	All employees	167072	0.00	20.60	1.400	1.792	1.730

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 20. Air Force - Percent Total Payout, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	6386	0.00	26.00	4.500	5.011	2.240
	40-up	30030	0.00	19.80	4.900	5.271	2.256
Ethnicity	Hispanic	2247	0.00	17.40	4.500	4.951	2.155
	Non-Hispanic	34169	0.00	26.00	4.800	5.244	2.261
	Not specified	0					
Race	AI/AN	306	0.00	17.40	4.400	5.030	2.461
	Asian	1642	0.00	19.70	4.200	4.573	2.156
	Black/AA	3929	0.00	18.60	4.400	4.669	2.090
	Multiracial	280	0.00	17.40	4.400	4.821	2.371
	NH/PI	107	0.00	11.60	4.600	4.771	2.055
	White	28161	0.00	26.00	5.100	5.367	2.267
	Not specified	1991	0.00	17.40	4.500	4.977	2.160
Sex	Female	13316	0.00	26.00	4.800	5.249	2.264
	Male	23100	0.00	19.80	4.800	5.212	2.251
TOTAL	All employees	36416	0.00	26.00	4.800	5.226	2.256

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 21. Army - Percent Total Payout, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	11574	0.00	22.50	5.200	5.672	2.541
	40-up	51895	0.00	23.40	5.300	5.816	2.479
Ethnicity	Hispanic	4081	0.00	21.60	5.300	5.659	2.443
	Non-Hispanic	59276	0.00	23.40	5.300	5.798	2.495
	Not specified	112	2.30	14.00	5.650	6.131	2.262
Race	AI/AN	608	0.00	17.40	5.200	5.534	2.468
	Asian	2882	0.00	18.40	5.100	5.555	2.320
	Black/AA	10958	0.00	20.20	5.000	5.306	2.383
	Multiracial	535	0.00	17.00	4.900	5.306	2.564
	NH/PI	342	0.00	14.80	5.000	5.344	2.257
	White	44558	0.00	23.40	5.500	5.944	2.514
	Not specified	3586	0.00	21.60	5.300	5.693	2.452
Sex	Female	26794	0.00	23.40	5.300	5.793	2.554
	Male	36675	0.00	22.50	5.300	5.787	2.445
TOTAL	All employees	63469	0.00	23.40	5.300	5.790	2.491

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 22. Navy/Marine Corps - Percent Total Payout, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	8335	0.00	20.00	4.500	4.885	2.159
	40-up	37028	0.00	16.70	4.600	4.898	2.162
Ethnicity	Hispanic	2056	0.00	14.00	4.500	4.787	2.142
	Non-Hispanic	43168	0.00	20.00	4.600	4.902	2.162
	Not specified	139	0.00	11.40	4.200	4.511	2.102
Race	AI/AN	303	0.00	11.00	4.600	4.732	2.070
	Asian	3931	0.00	14.60	4.100	4.560	2.078
	Black/AA	6349	0.00	16.80	4.100	4.395	2.054
	Multiracial	506	0.00	15.30	4.100	4.624	2.278
	NH/PI	428	0.00	14.60	4.400	4.712	2.021
	White	32151	0.00	20.00	4.900	5.052	2.171
	Not specified	1695	0.00	14.00	4.400	4.760	2.177
Sex	Female	18318	0.00	20.00	4.600	4.848	2.180
	Male	27045	0.00	16.70	4.600	4.929	2.148
TOTAL	All employees	45363	0.00	20.00	4.600	4.896	2.161

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 23. Other DOD - Percent Total Payout, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	4064	0.00	27.10	5.400	6.074	2.887
	40-up	17641	0.00	29.70	5.700	6.100	2.704
Ethnicity	Hispanic	1075	0.00	24.10	5.400	5.901	2.827
	Non-Hispanic	20630	0.00	29.70	5.700	6.105	2.735
	Not specified	0					
Race	AI/AN	168	0.00	16.50	5.300	5.500	2.743
	Asian	1076	0.00	17.30	5.300	5.716	2.700
	Black/AA	3990	0.00	21.20	5.300	5.518	2.507
	Multiracial	184	0.00	20.40	5.500	6.168	3.088
	NH/PI	103	0.00	14.90	5.600	6.021	2.708
	White	15305	0.00	29.70	5.900	6.295	2.771
	Not specified	879	0.00	21.20	5.400	5.806	2.709
Sex	Female	10421	0.00	29.70	5.500	6.014	2.730
	Male	11284	0.00	27.10	5.800	6.170	2.746
TOTAL	All employees	21705	0.00	29.70	5.600	6.095	2.739

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 24. Department Not Specified - Percent Total Payout, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	62	1.90	15.50	4.700	5.492	2.841
	40-up	57	0.00	13.80	4.400	4.840	2.329
Ethnicity	Hispanic	102	0.00	13.80	4.550	5.063	2.445
	Non-Hispanic	11	2.00	15.50	4.200	6.055	4.246
	Not specified	6	3.80	8.30	5.400	5.567	1.669
Race	AI/AN	15	2.00	8.20	4.400	4.500	1.912
	Asian	31	1.90	11.40	4.400	4.965	2.248
	Black/AA	21	0.00	11.80	3.900	4.605	2.551
	Multiracial	15	2.00	10.80	5.400	5.840	2.665
	NH/PI	26	0.00	13.80	4.750	5.112	2.618
	White	5	4.20	15.50	5.900	8.880	4.991
	Not specified	6	3.80	8.30	5.400	5.567	1.669
Sex	Female	70	0.00	15.50	4.800	5.697	2.989
	Male	49	0.00	10.80	4.400	4.441	1.773
TOTAL	All employees	119	0.00	15.50	4.600	5.180	2.618

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 25. Total DOD - Percent Total Payout, 2009 Payout

Group	Subgroup	Number	Minimum	Maximum	Median	Mean	Std Dev
Age	Under 40	30421	0.00	27.10	5.000	5.371	2.471
	40-up	136651	0.00	29.70	5.200	5.484	2.421
Ethnicity	Hispanic	9561	0.00	24.10	5.000	5.326	2.401
	Non-Hispanic	157254	0.00	29.70	5.200	5.472	2.432
	Not specified	257	0.00	14.00	4.900	5.242	2.301
Race	AI/AN	1400	0.00	17.40	5.000	5.235	2.437
	Asian	9562	0.00	19.70	4.700	4.993	2.300
	Black/AA	25247	0.00	21.20	4.700	5.011	2.323
	Multiracial	1520	0.00	20.40	4.600	5.099	2.556
	NH/PI	1006	0.00	14.90	4.700	5.077	2.241
	White	120180	0.00	29.70	5.300	5.615	2.447
	Not specified	8157	0.00	21.60	5.000	5.336	2.395
Sex	Female	68919	0.00	29.70	5.100	5.470	2.474
	Male	98153	0.00	27.10	5.200	5.459	2.399
TOTAL	All employees	167072	0.00	29.70	5.100	5.463	2.430

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

AI/AN = American Indian or Native Alaskan. NH/PI = Native Hawaiian or Pacific Islander.

Table 26. Air Force - Salary Increase by Rating, 2009 Payout

Salary Increase	Performance Rating					Total
	1	2	3	4	5	
0%	72	320	895	388	53	1728
0.1 - 0.4%			62	17	3	82
0.5 - 0.9%			241	79	7	327
1.0 - 1.4%			1705	515	64	2284
1.5 - 1.9%			2309	192	17	2518
2.0 - 2.4%			2425	197	17	2639
2.5 - 2.9%			3645	299	13	3957
3.0 - 3.4%			4171	715	24	4910
3.5 - 3.9%			2067	1545	23	3635
4.0 - 4.4%			1036	2296	46	3378
4.5 - 4.9%			206	2562	99	2867
5.0 - 5.4%			33	2456	145	2634
5.5 - 5.9%			17	1419	185	1621
6.0 - 6.4%			7	980	204	1191
6.5 - 6.9%			12	705	216	933
7.0 - 7.4%			1	318	247	566
7.5 - 7.9%				164	168	332
8.0 - 8.4%			2	119	123	244
8.5 - 8.9%			1	73	154	228
9.0 - 9.4%				21	88	109
9.5 - 9.9%			1	9	45	55
10.0 - 10.4%				5	67	72
10.5 - 10.9%				1	50	51
11.0 - 11.4%				1	26	27
11.5 - 11.9%					7	7
12.0 - 12.4%					7	7
12.5 - 12.9%					4	4
13.0 - 13.4%					4	4
13.5 - 13.9%					4	4
14.0 - 14.4%						
14.5 - 14.9%						
15.0 - 15.4%						
15.5 - 15.9%						
16.0 - 16.4%						
16.5 - 16.9%						
17.0 - 17.4%						
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%					1	1
19.0 - 19.4%						
19.5 - 19.9%				1		1
20.0 - 20.4%						
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21.0 - 21.4%						
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28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	72	320	18836	15077	2111	36416

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 27. Army - Salary Increase by Rating, 2009 Payout

Salary Increase	Performance Rating					Total
	1	2	3	4	5	
0%	112	658	933	560	82	2345
0.1 - 0.4%			99	51	8	158
0.5 - 0.9%			440	120	16	576
1.0 - 1.4%			3134	1380	188	4702
1.5 - 1.9%			2771	370	31	3172
2.0 - 2.4%			2852	399	33	3284
2.5 - 2.9%			5976	462	42	6480
3.0 - 3.4%			7245	860	31	8136
3.5 - 3.9%			5853	1833	31	7717
4.0 - 4.4%			2497	3309	57	5863
4.5 - 4.9%			1634	3916	41	5591
5.0 - 5.4%			686	3076	118	3880
5.5 - 5.9%			208	2860	93	3161
6.0 - 6.4%			99	1938	242	2279
6.5 - 6.9%			200	1342	195	1737
7.0 - 7.4%			79	861	221	1161
7.5 - 7.9%			51	700	256	1007
8.0 - 8.4%			35	385	181	601
8.5 - 8.9%			4	159	154	317
9.0 - 9.4%			2	165	163	330
9.5 - 9.9%				149	133	282
10.0 - 10.4%				134	98	232
10.5 - 10.9%				79	37	116
11.0 - 11.4%				36	65	101
11.5 - 11.9%				39	60	99
12.0 - 12.4%				6	31	37
12.5 - 12.9%				4	22	26
13.0 - 13.4%				7	7	14
13.5 - 13.9%				2	19	21
14.0 - 14.4%				10	4	14
14.5 - 14.9%					5	5
15.0 - 15.4%					12	12
15.5 - 15.9%			1	2	1	4
16.0 - 16.4%			2		6	8
16.5 - 16.9%					1	1
17.0 - 17.4%						
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%						
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27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	112	658	34801	25214	2684	63469

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 28. Navy/Marine Corps - Salary Increase by Rating, 2009 Payout

Salary Increase	Performance Rating					Total
	1	2	3	4	5	
0%	126	638	919	453	81	2217
0.1 - 0.4%			92	25	4	121
0.5 - 0.9%			336	54	14	404
1.0 - 1.4%			3082	1395	109	4586
1.5 - 1.9%			2907	216	19	3142
2.0 - 2.4%			2934	247	14	3195
2.5 - 2.9%			3860	467	20	4347
3.0 - 3.4%			4844	820	17	5681
3.5 - 3.9%			3640	1738	25	5403
4.0 - 4.4%			1469	2127	55	3651
4.5 - 4.9%			687	2374	92	3153
5.0 - 5.4%			294	1843	104	2241
5.5 - 5.9%			256	2375	149	2780
6.0 - 6.4%			49	1160	148	1357
6.5 - 6.9%			71	620	127	818
7.0 - 7.4%			36	582	185	803
7.5 - 7.9%				392	189	581
8.0 - 8.4%				140	84	224
8.5 - 8.9%				87	81	168
9.0 - 9.4%				61	116	177
9.5 - 9.9%				43	48	91
10.0 - 10.4%				39	28	67
10.5 - 10.9%				21	18	39
11.0 - 11.4%				4	31	35
11.5 - 11.9%				9	18	27
12.0 - 12.4%					15	15
12.5 - 12.9%					12	12
13.0 - 13.4%				13	5	18
13.5 - 13.9%				1	2	3
14.0 - 14.4%					2	2
14.5 - 14.9%					1	1
15.0 - 15.4%					2	2
15.5 - 15.9%						
16.0 - 16.4%						
16.5 - 16.9%					2	2
17.0 - 17.4%						
17.5 - 17.9%						
18.0 - 18.4%						
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27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	126	638	25476	17306	1817	45363

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 29. Other DOD - Salary Increase by Rating, 2009 Payout

Salary Increase	Performance Rating					Total
	1	2	3	4	5	
0%	48	296	339	242	83	1008
0.1 - 0.4%			12	27	12	51
0.5 - 0.9%			103	28	3	134
1.0 - 1.4%			863	393	78	1334
1.5 - 1.9%			1295	81	17	1393
2.0 - 2.4%			1826	93	26	1945
2.5 - 2.9%			1567	231	14	1812
3.0 - 3.4%			2587	435	12	3034
3.5 - 3.9%			1686	629	32	2347
4.0 - 4.4%			1000	964	16	1980
4.5 - 4.9%			531	1181	40	1752
5.0 - 5.4%			300	768	84	1152
5.5 - 5.9%			85	828	165	1078
6.0 - 6.4%			19	625	141	785
6.5 - 6.9%			6	471	90	567
7.0 - 7.4%			4	241	121	366
7.5 - 7.9%				210	94	304
8.0 - 8.4%			1	112	69	182
8.5 - 8.9%				77	34	111
9.0 - 9.4%				33	65	98
9.5 - 9.9%				26	30	56
10.0 - 10.4%			1	20	29	50
10.5 - 10.9%				20	29	49
11.0 - 11.4%				4	37	41
11.5 - 11.9%				7	16	23
12.0 - 12.4%				2	16	18
12.5 - 12.9%				2	9	11
13.0 - 13.4%					3	3
13.5 - 13.9%					4	4
14.0 - 14.4%					5	5
14.5 - 14.9%					7	7
15.0 - 15.4%					1	1
15.5 - 15.9%					1	1
16.0 - 16.4%						
16.5 - 16.9%						
17.0 - 17.4%					2	2
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%						
19.0 - 19.4%						
19.5 - 19.9%						
20.0 - 20.4%					1	1
20.5 - 20.9%						
21.0 - 21.4%						
21.5 - 21.9%						
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%						
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26.5 - 26.9%						
27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	48	296	12225	7750	1386	21705

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 30. Total DOD - Salary Increase by Rating, 2009 Payout

Salary Increase	Performance Rating					Total
	1	2	3	4	5	
0%	358	1914	3090	1644	299	7305
0.1 - 0.4%			266	120	27	413
0.5 - 0.9%			1121	281	40	1442
1.0 - 1.4%			8789	3684	439	12912
1.5 - 1.9%			9288	860	84	10232
2.0 - 2.4%			10047	936	90	11073
2.5 - 2.9%			15065	1459	89	16613
3.0 - 3.4%			18860	2832	84	21776
3.5 - 3.9%			13257	5752	111	19120
4.0 - 4.4%			6005	8701	174	14880
4.5 - 4.9%			3061	10039	272	13372
5.0 - 5.4%			1315	8145	452	9912
5.5 - 5.9%			568	7483	593	8644
6.0 - 6.4%			174	4707	735	5616
6.5 - 6.9%			289	3138	629	4056
7.0 - 7.4%			120	2002	774	2896
7.5 - 7.9%			51	1466	707	2224
8.0 - 8.4%			38	756	457	1251
8.5 - 8.9%			5	397	424	826
9.0 - 9.4%			2	280	433	715
9.5 - 9.9%			1	227	256	484
10.0 - 10.4%			1	199	222	422
10.5 - 10.9%				121	135	256
11.0 - 11.4%				45	159	204
11.5 - 11.9%				55	101	156
12.0 - 12.4%				8	69	77
12.5 - 12.9%				6	48	54
13.0 - 13.4%				20	19	39
13.5 - 13.9%				3	29	32
14.0 - 14.4%				10	11	21
14.5 - 14.9%					13	13
15.0 - 15.4%					15	15
15.5 - 15.9%			1	2	2	5
16.0 - 16.4%			2		6	8
16.5 - 16.9%					3	3
17.0 - 17.4%					2	2
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%					1	1
19.0 - 19.4%						
19.5 - 19.9%				1		1
20.0 - 20.4%					1	1
20.5 - 20.9%						
21.0 - 21.4%						
21.5 - 21.9%						
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%						
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27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	358	1914	91416	65379	8005	167072

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 31. Air Force - Bonus by Rating, 2009 Payout

Bonus	Performance Rating					Total
	1	2	3	4	5	
0%	72	320	2048	1055	164	3659
0.1 - 0.4%			1317	206	9	1532
0.5 - 0.9%			5523	1405	65	6993
1.0 - 1.4%			5289	2885	148	8322
1.5 - 1.9%			2072	3396	219	5687
2.0 - 2.4%			1170	2338	320	3828
2.5 - 2.9%			447	1280	263	1990
3.0 - 3.4%			338	637	227	1202
3.5 - 3.9%			191	353	167	711
4.0 - 4.4%			296	303	128	727
4.5 - 4.9%			115	275	63	453
5.0 - 5.4%			19	261	67	347
5.5 - 5.9%			6	146	40	192
6.0 - 6.4%			3	170	30	203
6.5 - 6.9%			1	140	28	169
7.0 - 7.4%				70	27	97
7.5 - 7.9%				61	22	83
8.0 - 8.4%				31	21	52
8.5 - 8.9%				38	15	53
9.0 - 9.4%			1	14	26	41
9.5 - 9.9%				5	13	18
10.0 - 10.4%				3	9	12
10.5 - 10.9%				3	10	13
11.0 - 11.4%					10	10
11.5 - 11.9%				1	3	4
12.0 - 12.4%					4	4
12.5 - 12.9%					4	4
13.0 - 13.4%					1	1
13.5 - 13.9%				1	3	4
14.0 - 14.4%						
14.5 - 14.9%					1	1
15.0 - 15.4%					1	1
15.5 - 15.9%						
16.0 - 16.4%					1	1
16.5 - 16.9%						
17.0 - 17.4%					2	2
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%						
19.0 - 19.4%						
19.5 - 19.9%						
20.0 - 20.4%						
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27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	72	320	18836	15077	2111	36416

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 32. Army - Bonus by Rating, 2009 Payout

Bonus	Performance Rating					Total
	1	2	3	4	5	
0%	112	658	3092	1596	220	5678
0.1 - 0.4%			2222	590	16	2828
0.5 - 0.9%			6850	1838	96	8784
1.0 - 1.4%			7886	3932	174	11992
1.5 - 1.9%			6642	4770	219	11631
2.0 - 2.4%			3186	3352	250	6788
2.5 - 2.9%			1861	2013	310	4184
3.0 - 3.4%			678	1794	197	2669
3.5 - 3.9%			1036	1146	161	2343
4.0 - 4.4%			425	754	108	1287
4.5 - 4.9%			317	481	93	891
5.0 - 5.4%			339	489	139	967
5.5 - 5.9%			148	496	50	694
6.0 - 6.4%			60	502	74	636
6.5 - 6.9%			37	352	58	447
7.0 - 7.4%			13	240	40	293
7.5 - 7.9%			3	259	46	308
8.0 - 8.4%			1	151	51	203
8.5 - 8.9%			1	119	46	166
9.0 - 9.4%			2	97	46	145
9.5 - 9.9%				71	41	112
10.0 - 10.4%				64	25	89
10.5 - 10.9%				28	49	77
11.0 - 11.4%				30	31	61
11.5 - 11.9%			1	10	23	34
12.0 - 12.4%				11	21	32
12.5 - 12.9%				7	22	29
13.0 - 13.4%				9	8	17
13.5 - 13.9%				3	11	14
14.0 - 14.4%				4	17	21
14.5 - 14.9%				2	14	16
15.0 - 15.4%			1		6	7
15.5 - 15.9%				3	6	9
16.0 - 16.4%				1	7	8
16.5 - 16.9%						
17.0 - 17.4%					2	2
17.5 - 17.9%					2	2
18.0 - 18.4%					1	1
18.5 - 18.9%					1	1
19.0 - 19.4%						
19.5 - 19.9%					1	1
20.0 - 20.4%					1	1
20.5 - 20.9%					1	1
21.0 - 21.4%						
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27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	112	658	34801	25214	2684	63469

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 33. Navy/Marine Corps - Bonus by Rating, 2009 Payout

Bonus	Performance Rating					Total
	1	2	3	4	5	
0%	126	638	5670	2615	248	9297
0.1 - 0.4%			2086	378	26	2490
0.5 - 0.9%			7969	1729	87	9785
1.0 - 1.4%			4221	3765	159	8145
1.5 - 1.9%			1474	3436	259	5169
2.0 - 2.4%			1493	1201	207	2901
2.5 - 2.9%			1232	616	152	2000
3.0 - 3.4%			382	656	158	1196
3.5 - 3.9%			404	387	64	855
4.0 - 4.4%			193	783	49	1025
4.5 - 4.9%			181	454	35	670
5.0 - 5.4%			115	266	45	426
5.5 - 5.9%			18	246	29	293
6.0 - 6.4%			29	315	21	365
6.5 - 6.9%			9	145	27	181
7.0 - 7.4%				99	23	122
7.5 - 7.9%				106	64	170
8.0 - 8.4%				18	54	72
8.5 - 8.9%				24	31	55
9.0 - 9.4%				29	15	44
9.5 - 9.9%				16	15	31
10.0 - 10.4%				6	15	21
10.5 - 10.9%				12	8	20
11.0 - 11.4%					4	4
11.5 - 11.9%				4	2	6
12.0 - 12.4%					5	5
12.5 - 12.9%					4	4
13.0 - 13.4%						
13.5 - 13.9%					6	6
14.0 - 14.4%					1	1
14.5 - 14.9%					3	3
15.0 - 15.4%					1	1
15.5 - 15.9%						
16.0 - 16.4%						
16.5 - 16.9%						
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27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	126	638	25476	17306	1817	45363

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 34. Other DOD - Bonus by Rating, 2009 Payout

Bonus	Performance Rating					Total
	1	2	3	4	5	
0%	48	296	504	322	112	1282
0.1 - 0.4%			525	89	2	616
0.5 - 0.9%			2549	371	17	2937
1.0 - 1.4%			2076	721	25	2822
1.5 - 1.9%			2137	924	53	3114
2.0 - 2.4%			1616	1009	189	2814
2.5 - 2.9%			1114	773	176	2063
3.0 - 3.4%			833	568	104	1505
3.5 - 3.9%			404	750	95	1249
4.0 - 4.4%			203	546	48	797
4.5 - 4.9%			140	456	50	646
5.0 - 5.4%			79	321	48	448
5.5 - 5.9%			28	201	33	262
6.0 - 6.4%			13	147	50	210
6.5 - 6.9%			2	133	28	163
7.0 - 7.4%				107	61	168
7.5 - 7.9%				69	26	95
8.0 - 8.4%			2	86	27	115
8.5 - 8.9%				52	37	89
9.0 - 9.4%				28	34	62
9.5 - 9.9%				20	25	45
10.0 - 10.4%				6	31	37
10.5 - 10.9%				15	18	33
11.0 - 11.4%				20	21	41
11.5 - 11.9%				10	6	16
12.0 - 12.4%				4	12	16
12.5 - 12.9%					10	10
13.0 - 13.4%					7	7
13.5 - 13.9%					6	6
14.0 - 14.4%				2	6	8
14.5 - 14.9%					7	7
15.0 - 15.4%					2	2
15.5 - 15.9%					6	6
16.0 - 16.4%					4	4
16.5 - 16.9%					2	2
17.0 - 17.4%					2	2
17.5 - 17.9%					2	2
18.0 - 18.4%					1	1
18.5 - 18.9%					1	1
19.0 - 19.4%					1	1
19.5 - 19.9%						
20.0 - 20.4%					1	1
20.5 - 20.9%						
21.0 - 21.4%						
21.5 - 21.9%						
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%						
23.5 - 23.9%						
24.0 - 24.4%						
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%						
26.5 - 26.9%						
27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	48	296	12225	7750	1386	21705

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 35. Total DOD - Bonus by Rating, 2009 Payout

Bonus	Performance Rating					Total
	1	2	3	4	5	
0%	358	1914	11323	5589	745	19929
0.1 - 0.4%			6154	1263	53	7470
0.5 - 0.9%			22909	5345	265	28519
1.0 - 1.4%			19493	11311	506	31310
1.5 - 1.9%			12334	12529	750	25613
2.0 - 2.4%			7474	7904	968	16346
2.5 - 2.9%			4654	4685	903	10242
3.0 - 3.4%			2235	3657	687	6579
3.5 - 3.9%			2037	2642	487	5166
4.0 - 4.4%			1118	2387	334	3839
4.5 - 4.9%			754	1666	241	2661
5.0 - 5.4%			552	1338	299	2189
5.5 - 5.9%			200	1089	152	1441
6.0 - 6.4%			105	1134	175	1414
6.5 - 6.9%			49	771	141	961
7.0 - 7.4%			13	516	151	680
7.5 - 7.9%			3	495	158	656
8.0 - 8.4%			3	286	153	442
8.5 - 8.9%			1	233	129	363
9.0 - 9.4%			3	168	121	292
9.5 - 9.9%				112	94	206
10.0 - 10.4%				79	80	159
10.5 - 10.9%				58	85	143
11.0 - 11.4%				50	66	116
11.5 - 11.9%			1	25	34	60
12.0 - 12.4%				15	42	57
12.5 - 12.9%				7	40	47
13.0 - 13.4%				9	16	25
13.5 - 13.9%				4	26	30
14.0 - 14.4%				6	24	30
14.5 - 14.9%				2	25	27
15.0 - 15.4%			1		10	11
15.5 - 15.9%				3	12	15
16.0 - 16.4%				1	12	13
16.5 - 16.9%					2	2
17.0 - 17.4%					6	6
17.5 - 17.9%					4	4
18.0 - 18.4%					2	2
18.5 - 18.9%					2	2
19.0 - 19.4%					1	1
19.5 - 19.9%					1	1
20.0 - 20.4%					2	2
20.5 - 20.9%					1	1
21.0 - 21.4%						
21.5 - 21.9%						
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%						
23.5 - 23.9%						
24.0 - 24.4%						
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%						
26.5 - 26.9%						
27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	358	1914	91416	65379	8005	167072

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 36. Air Force - Total Payout by Rating, 2009 Payout

Total Payout	Performance Rating					Total
	1	2	3	4	5	
0%	72	320				392
0.1 - 0.4%			2			2
0.5 - 0.9%			12			12
1.0 - 1.4%			61	2		63
1.5 - 1.9%			848	7		855
2.0 - 2.4%			3040	5		3045
2.5 - 2.9%			736	8		744
3.0 - 3.4%			1197	13		1210
3.5 - 3.9%			3575	72	2	3649
4.0 - 4.4%			5694	282		5976
4.5 - 4.9%			2310	682	2	2994
5.0 - 5.4%			613	1286	12	1911
5.5 - 5.9%			477	2390	2	2869
6.0 - 6.4%			202	3354	43	3599
6.5 - 6.9%			23	2094	50	2167
7.0 - 7.4%			21	1281	97	1399
7.5 - 7.9%			1	1176	167	1344
8.0 - 8.4%			1	952	141	1094
8.5 - 8.9%			5	783	206	994
9.0 - 9.4%			14	290	156	460
9.5 - 9.9%				186	271	457
10.0 - 10.4%			2	44	211	257
10.5 - 10.9%			1	80	205	286
11.0 - 11.4%				29	167	196
11.5 - 11.9%			1	32	109	142
12.0 - 12.4%				8	96	104
12.5 - 12.9%				11	45	56
13.0 - 13.4%				6	36	42
13.5 - 13.9%				1	38	39
14.0 - 14.4%					8	8
14.5 - 14.9%					15	15
15.0 - 15.4%				1	4	5
15.5 - 15.9%					10	10
16.0 - 16.4%					3	3
16.5 - 16.9%						0
17.0 - 17.4%				1	11	12
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%					1	1
19.0 - 19.4%						
19.5 - 19.9%				1	2	3
20.0 - 20.4%						
20.5 - 20.9%						
21.0 - 21.4%						
21.5 - 21.9%						
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%						
23.5 - 23.9%						
24.0 - 24.4%						
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%					1	1
26.5 - 26.9%						
27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	72	320	18836	15077	2111	36416

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 37. Army - Total Payout by Rating, 2009 Payout

Total Payout	Performance Rating					Total
	1	2	3	4	5	
0%	112	658	1			771
0.1 - 0.4%			5			5
0.5 - 0.9%			24	1		25
1.0 - 1.4%			226	2		228
1.5 - 1.9%			705	3		708
2.0 - 2.4%			2134	22	1	2157
2.5 - 2.9%			2194	77	1	2272
3.0 - 3.4%			2003	151	1	2155
3.5 - 3.9%			4258	225	2	4485
4.0 - 4.4%			5256	301	3	5560
4.5 - 4.9%			6646	825	2	7473
5.0 - 5.4%			5943	1201	10	7154
5.5 - 5.9%			1944	2407	9	4360
6.0 - 6.4%			1439	3268	12	4719
6.5 - 6.9%			760	2784	70	3614
7.0 - 7.4%			890	3019	14	3923
7.5 - 7.9%			234	3477	133	3844
8.0 - 8.4%			60	1941	93	2094
8.5 - 8.9%			18	1030	130	1178
9.0 - 9.4%			2	1121	235	1358
9.5 - 9.9%			13	996	216	1225
10.0 - 10.4%			4	947	273	1224
10.5 - 10.9%			33	592	179	804
11.0 - 11.4%			2	243	188	433
11.5 - 11.9%			2	160	192	354
12.0 - 12.4%				97	195	292
12.5 - 12.9%				89	170	259
13.0 - 13.4%			1	75	96	172
13.5 - 13.9%				36	96	132
14.0 - 14.4%				56	51	107
14.5 - 14.9%				29	47	76
15.0 - 15.4%				5	84	89
15.5 - 15.9%				20	38	58
16.0 - 16.4%			3	12	37	52
16.5 - 16.9%				1	20	21
17.0 - 17.4%				1	17	18
17.5 - 17.9%					22	22
18.0 - 18.4%					13	13
18.5 - 18.9%					15	15
19.0 - 19.4%					2	2
19.5 - 19.9%			1		4	5
20.0 - 20.4%					3	3
20.5 - 20.9%					1	1
21.0 - 21.4%					2	2
21.5 - 21.9%					1	1
22.0 - 22.4%					2	2
22.5 - 22.9%					3	3
23.0 - 23.4%					1	1
23.5 - 23.9%						
24.0 - 24.4%						
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%						
26.5 - 26.9%						
27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	112	658	34801	25214	2684	63469

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 38. Navy/Marine Corps - Total Payout by Rating, 2009 Payout

Total Payout	Performance Rating					Total
	1	2	3	4	5	
0%	126	638				764
0.1 - 0.4%			2			2
0.5 - 0.9%						
1.0 - 1.4%			125	5		130
1.5 - 1.9%			2127	4		2131
2.0 - 2.4%			2168	1		2169
2.5 - 2.9%			1831			1831
3.0 - 3.4%			3627	15		3642
3.5 - 3.9%			6891	144		7035
4.0 - 4.4%			3285	445		3730
4.5 - 4.9%			2286	1117	2	3405
5.0 - 5.4%			1351	2302	8	3661
5.5 - 5.9%			624	4217	59	4900
6.0 - 6.4%			712	1828	24	2564
6.5 - 6.9%			267	1723	73	2063
7.0 - 7.4%			162	1878	117	2157
7.5 - 7.9%			3	1324	122	1449
8.0 - 8.4%			13	642	156	811
8.5 - 8.9%			1	464	124	589
9.0 - 9.4%				594	360	954
9.5 - 9.9%			1	166	158	325
10.0 - 10.4%				171	133	304
10.5 - 10.9%				98	111	209
11.0 - 11.4%				55	101	156
11.5 - 11.9%				27	72	99
12.0 - 12.4%				61	55	116
12.5 - 12.9%				2	63	65
13.0 - 13.4%				17	26	43
13.5 - 13.9%					5	5
14.0 - 14.4%					6	6
14.5 - 14.9%				4	8	12
15.0 - 15.4%					22	22
15.5 - 15.9%				1	4	5
16.0 - 16.4%				1	3	4
16.5 - 16.9%					4	4
17.0 - 17.4%						
17.5 - 17.9%						
18.0 - 18.4%						
18.5 - 18.9%						
19.0 - 19.4%						
19.5 - 19.9%						
20.0 - 20.4%					1	1
20.5 - 20.9%						
21.0 - 21.4%						
21.5 - 21.9%						
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%						
23.5 - 23.9%						
24.0 - 24.4%						
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%						
26.5 - 26.9%						
27.0 - 27.4%						
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%						
Total	126	638	25476	17306	1817	45363

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 39. Other DOD - Total Payout by Rating, 2009 Payout

Total Payout	Performance Rating					Total
	1	2	3	4	5	
0%	48	296				344
0.1 - 0.4%						
0.5 - 0.9%			2			2
1.0 - 1.4%			26			26
1.5 - 1.9%			89		1	90
2.0 - 2.4%			692			692
2.5 - 2.9%			651			651
3.0 - 3.4%			916	23		939
3.5 - 3.9%			923	5		928
4.0 - 4.4%			2433	82		2515
4.5 - 4.9%			1834	147		1981
5.0 - 5.4%			2015	163	1	2179
5.5 - 5.9%			1090	457		1547
6.0 - 6.4%			930	1090	12	2032
6.5 - 6.9%			279	812	5	1096
7.0 - 7.4%			121	967	124	1212
7.5 - 7.9%			23	630	82	735
8.0 - 8.4%			158	933	84	1175
8.5 - 8.9%			1	638	78	717
9.0 - 9.4%			23	371	67	461
9.5 - 9.9%			15	411	105	531
10.0 - 10.4%				249	134	383
10.5 - 10.9%				255	99	354
11.0 - 11.4%			2	80	78	160
11.5 - 11.9%				128	83	211
12.0 - 12.4%			2	121	98	221
12.5 - 12.9%				84	50	134
13.0 - 13.4%				1	31	32
13.5 - 13.9%				56	42	98
14.0 - 14.4%				4	13	17
14.5 - 14.9%				24	33	57
15.0 - 15.4%				2	25	27
15.5 - 15.9%					22	22
16.0 - 16.4%				6	29	35
16.5 - 16.9%				7	8	15
17.0 - 17.4%					21	21
17.5 - 17.9%					13	13
18.0 - 18.4%				1	6	7
18.5 - 18.9%					5	5
19.0 - 19.4%					8	8
19.5 - 19.9%				3		3
20.0 - 20.4%					11	11
20.5 - 20.9%					5	5
21.0 - 21.4%					5	5
21.5 - 21.9%					1	1
22.0 - 22.4%						
22.5 - 22.9%						
23.0 - 23.4%					1	1
23.5 - 23.9%						
24.0 - 24.4%					1	1
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%						
26.5 - 26.9%						
27.0 - 27.4%					4	4
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%					1	1
Total	48	296	12225	7750	1386	21705

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 40. Total DOD - Total Payout by Rating, 2009 Payout

Total Payout	Performance Rating					Total
	1	2	3	4	5	
0%	358	1914	1			2273
0.1 - 0.4%			9			9
0.5 - 0.9%			38	1		39
1.0 - 1.4%			438	9		447
1.5 - 1.9%			3770	14	1	3785
2.0 - 2.4%			8042	28	1	8071
2.5 - 2.9%			5418	85	1	5504
3.0 - 3.4%			7755	202	1	7958
3.5 - 3.9%			15662	446	4	16112
4.0 - 4.4%			16679	1111	3	17793
4.5 - 4.9%			13086	2774	6	15866
5.0 - 5.4%			9926	4954	31	14911
5.5 - 5.9%			4139	9476	70	13685
6.0 - 6.4%			3285	9546	91	12922
6.5 - 6.9%			1331	7415	198	8944
7.0 - 7.4%			1196	7150	352	8698
7.5 - 7.9%			261	6609	505	7375
8.0 - 8.4%			233	4470	474	5177
8.5 - 8.9%			25	2915	538	3478
9.0 - 9.4%			39	2376	820	3235
9.5 - 9.9%			29	1759	750	2538
10.0 - 10.4%			6	1412	751	2169
10.5 - 10.9%			34	1025	595	1654
11.0 - 11.4%			4	408	535	947
11.5 - 11.9%			3	348	456	807
12.0 - 12.4%			2	287	444	733
12.5 - 12.9%				186	329	515
13.0 - 13.4%			1	99	189	289
13.5 - 13.9%				94	181	275
14.0 - 14.4%				60	78	138
14.5 - 14.9%				57	103	160
15.0 - 15.4%				8	135	143
15.5 - 15.9%				21	75	96
16.0 - 16.4%			3	19	72	94
16.5 - 16.9%				8	32	40
17.0 - 17.4%				2	49	51
17.5 - 17.9%					35	35
18.0 - 18.4%				1	19	20
18.5 - 18.9%					21	21
19.0 - 19.4%					10	10
19.5 - 19.9%			1	4	6	11
20.0 - 20.4%					15	15
20.5 - 20.9%					6	6
21.0 - 21.4%					7	7
21.5 - 21.9%					2	2
22.0 - 22.4%					2	2
22.5 - 22.9%					3	3
23.0 - 23.4%					2	2
23.5 - 23.9%						
24.0 - 24.4%					1	1
24.5 - 24.9%						
25.0 - 25.4%						
25.5 - 25.9%						
26.0 - 26.4%					1	1
26.5 - 26.9%						
27.0 - 27.4%					4	4
27.5 - 27.9%						
28.0 - 28.4%						
28.5 - 28.9%						
29.0 - 29.4%						
29.5 - 29.9%					1	1
Total	358	1914	91416	65379	8005	167072

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009

Table 41. Summary Statistics - Salary Increase by Rating, 2009 Payout

Department	Statistic	Performance Rating					Total
		1	2	3	4	5	
Air Force	Employees	72	320	18836	15077	2111	36416
	Pct Employees	0.20%	0.88%	51.72%	41.40%	5.80%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	9.500	19.700	18.600	19.700
	Median	0.000	0.000	2.800	4.700	6.800	3.400
	Mean	0.000	0.000	2.550	4.581	6.647	3.601
	Std Dev	0.000	0.000	1.054	1.598	2.440	1.903
Army	Employees	112	658	34801	25214	2684	63469
	Pct Employees	0.18%	1.04%	54.83%	39.73%	4.23%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	16.200	15.700	16.600	16.600
	Median	0.000	0.000	3.000	4.800	7.300	3.600
	Mean	0.000	0.000	2.937	4.856	6.905	3.832
	Std Dev	0.000	0.000	1.225	1.955	3.172	2.049
Navy/MC	Employees	126	638	25476	17306	1817	45363
	Pct Employees	0.28%	1.41%	56.16%	38.15%	4.01%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	7.400	13.600	16.700	16.700
	Median	0.000	0.000	2.800	4.700	6.700	3.400
	Mean	0.000	0.000	2.683	4.524	6.344	3.487
	Std Dev	0.000	0.000	1.198	1.880	2.912	1.949
Other DOD	Employees	48	296	12225	7750	1386	21705
	Pct Employees	0.22%	1.36%	56.32%	35.71%	6.39%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	10.400	12.900	20.400	20.400
	Median	0.000	0.000	3.000	4.700	6.300	3.500
	Mean	0.000	0.000	2.856	4.733	6.270	3.701
	Std Dev	0.000	0.000	1.140	1.935	3.210	2.036
Total DOD	Employees	358	1914	91416	65379	8005	167072
	Pct Employees	0.21%	1.15%	54.72%	39.13%	4.79%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	16.200	19.700	20.400	20.400
	Median	0.000	0.000	2.900	4.800	6.900	3.500
	Mean	0.000	0.000	2.776	4.690	6.601	3.671
	Std Dev	0.000	0.000	1.183	1.861	2.954	1.994

SOURCE: Tables 26-40.

Note: "Total DOD" includes employees from "Department Not Specified."

Table 42. Summary Statistics - Bonus by Rating, 2009 Payout

Department	Statistic	Performance Rating					Total
		1	2	3	4	5	
Air Force	Employees	72	320	18836	15077	2111	36416
	Pct Employees	0.20%	0.88%	51.72%	41.40%	5.80%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	9.100	13.700	17.400	17.400
	Median	0.000	0.000	1.000	1.700	2.700	1.300
	Mean	0.000	0.000	1.150	2.041	3.199	1.625
	Std Dev	0.000	0.000	0.902	1.511	2.406	1.436
Army	Employees	112	658	34801	25214	2684	63469
	Pct Employees	0.18%	1.04%	54.83%	39.73%	4.23%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	15.100	16.100	20.600	20.600
	Median	0.000	0.000	1.200	1.900	3.100	1.500
	Mean	0.000	0.000	1.444	2.484	4.242	1.958
	Std Dev	0.000	0.000	1.116	2.006	3.572	1.828
Navy/MC	Employees	126	638	25476	17306	1817	45363
	Pct Employees	0.28%	1.41%	56.16%	38.15%	4.01%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	6.900	11.900	15.300	15.300
	Median	0.000	0.000	0.800	1.500	2.300	1.000
	Mean	0.000	0.000	0.990	1.906	3.101	1.408
	Std Dev	0.000	0.000	1.023	1.763	2.839	1.561
Other DOD	Employees	48	296	12225	7750	1386	21705
	Pct Employees	0.22%	1.36%	56.32%	35.71%	6.39%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	8.400	14.200	20.100	20.100
	Median	0.000	0.000	1.500	2.800	3.600	2.000
	Mean	0.000	0.000	1.721	3.131	4.799	2.394
	Std Dev	0.000	0.000	1.097	2.036	3.646	1.979
Total DOD	Employees	358	1914	91416	65379	8005	167072
	Pct Employees	0.21%	1.15%	54.72%	39.13%	4.79%	100.00%
	Minimum	0.000	0.000	0.000	0.000	0.000	0.000
	Maximum	0.000	0.000	15.100	16.100	20.600	20.600
	Median	0.000	0.000	1.100	1.800	2.800	1.400
	Mean	0.000	0.000	1.294	2.306	3.803	1.792
	Std Dev	0.000	0.000	1.076	1.883	3.222	1.730

SOURCE: Tables 26-40.

Note: "Total DOD" includes employees from "Department Not Specified."

Table 43. Summary Statistics - Total Payout by Rating, 2009 Payout

Department	Statistic	Performance Rating					Total
		1	2	3	4	5	
Air Force	Employees	72	320	18836	15077	2111	36416
	Pct Employees	0.20%	0.88%	51.72%	41.40%	5.80%	100.00%
	Minimum	0.000	0.000	0.100	1.100	3.500	0.000
	Maximum	0.000	0.000	11.500	19.700	26.000	26.000
	Median	0.000	0.000	3.900	6.400	9.800	4.800
	Mean	0.000	0.000	3.700	6.621	9.848	5.226
	Std Dev	0.000	0.000	1.071	1.316	2.015	2.256
Army	Employees	112	658	34801	25214	2684	63469
	Pct Employees	0.18%	1.04%	54.83%	39.73%	4.23%	100.00%
	Minimum	0.000	0.000	0.000	0.500	2.300	0.000
	Maximum	0.000	0.000	19.900	17.400	23.400	23.400
	Median	0.000	0.000	4.500	7.200	10.800	5.300
	Mean	0.000	0.000	4.383	7.338	11.145	5.790
	Std Dev	0.000	0.000	1.300	1.823	2.674	2.491
Navy/MC	Employees	126	638	25476	17306	1817	45363
	Pct Employees	0.28%	1.41%	56.16%	38.15%	4.01%	100.00%
	Minimum	0.000	0.000	0.200	1.200	4.600	0.000
	Maximum	0.000	0.000	9.600	16.400	20.000	20.000
	Median	0.000	0.000	3.700	6.000	9.400	4.600
	Mean	0.000	0.000	3.678	6.428	9.444	4.896
	Std Dev	0.000	0.000	1.153	1.453	1.984	2.161
Other DOD	Employees	48	296	12225	7750	1386	21705
	Pct Employees	0.22%	1.36%	56.32%	35.71%	6.39%	100.00%
	Minimum	0.000	0.000	0.700	3.000	1.900	0.000
	Maximum	0.000	0.000	12.100	19.800	29.700	29.700
	Median	0.000	0.000	4.600	7.600	10.450	5.600
	Mean	0.000	0.000	4.580	7.866	11.066	6.095
	Std Dev	0.000	0.000	1.301	1.922	3.200	2.739
Total DOD	Employees	358	1914	91416	65379	8005	167072
	Pct Employees	0.21%	1.15%	54.72%	39.13%	4.79%	100.00%
	Minimum	0.000	0.000	0.000	0.500	1.900	0.000
	Maximum	0.000	0.000	19.900	19.800	29.700	29.700
	Median	0.000	0.000	4.100	6.700	10.000	5.100
	Mean	0.000	0.000	4.072	6.994	10.403	5.463
	Std Dev	0.000	0.000	1.273	1.713	2.586	2.430

SOURCE: Tables 26-40.

Note: "Total DOD" includes employees from "Department Not Specified."

Table 44. Correlation of Ratings with Pay Increases, 2009 Payout

Department	Employees	Pearson Correlation		
		Salary Increase	Bonus	Total Payout
Air Force	36416	0.673	0.416	0.832
Army	63469	0.582	0.389	0.763
Navy/Marine Corps	45363	0.583	0.371	0.793
Other DOD	21705	0.581	0.480	0.778
Total DOD	167072	0.600	0.393	0.773

SOURCE: DOD - Defense Civilian Personnel Data System, January 2009.

Note: "Total DOD" includes employees from "Department Not Specified."

**Table 45. Adverse Impact Analysis
Performance Ratings, 2009 Payout**

Demographic		Performance Rating			Statistical Significance			Adverse Impact /c
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b
Age	Under 40	6386	3.4538	-0.0769	36414	-8.8874	< 0.0001%	4.90+
	40-up	30030	3.5307					N/A
Ethnicity	Hispanic	2247	3.4490	-0.0727	36414	-5.3097	< 0.0001%	4.90+
	Non-Hispanic	34169	3.5217					Yes
Race 1	AI/AN	306	3.4314	-0.1227	28465	-3.3671	0.0761%	3.37
	White	28161	3.5541					Yes
Race 2	Asian	1642	3.3667	-0.1874	29801	-11.7018	< 0.0001%	4.90+
	White	28161	3.5541					Yes
Race 3	Black/AA	3929	3.3665	-0.1876	32088	-17.5363	< 0.0001%	4.90+
	White	28161	3.5541					Yes
Race 4	Multiracial	280	3.3857	-0.1683	28439	-4.4215	0.0010%	4.42
	White	28161	3.5541					Yes
Race 5	NH/PI	107	3.4112	-0.1428	28266	-2.3258	2.0035%	2.33
	White	28161	3.5541					Yes
Sex	Female	13316	3.5299					
	Male	23100	3.5099	-0.0200	36414	-2.9211	0.3491%	2.92

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 46. Adverse Impact Analysis
Performance Ratings, 2009 Payout**

Demographic		Performance Rating			Statistical Significance			Adverse Impact /c
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b
Age	Under 40	11574	3.4300	-0.0464	63467	-7.4740	< 0.0001%	4.90+
	40-up	51895	3.4764					
Ethnicity	Hispanic	4081	3.4242	-0.0465	63355	-4.7549	0.0002%	4.75
	Non-Hispanic	59276	3.4706					
Race 1	AI/AN	608	3.3618	-0.1403	45164	-5.6491	< 0.0001%	4.90+
	White	44558	3.5022					
Race 2	Asian	2882	3.4681	-0.0341	47438	-2.9166	0.3541%	2.92
	White	44558	3.5022					
Race 3	Black/AA	10958	3.3507	-0.1515	55514	-23.5703	< 0.0001%	4.90+
	White	44558	3.5022					
Race 4	Multiracial	535	3.3589	-0.1433	45091	-5.4158	< 0.0001%	4.90+
	White	44558	3.5022					
Race 5	NH/PI	342	3.4825	-0.0197	44898	-0.5969	55.0546%	0.60
	White	44558	3.5022					
Sex	Female	26794	3.4707					
	Male	36675	3.4660	-0.0047	63467	-0.9697	33.2214%	0.97

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

Table 47. Adverse Impact Analysis Performance Ratings, 2009 Payout **Navy/Marine Corps**

Group	Demographic		Performance Rating			Statistical Significance				Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b		
Age	Under 40	8335	3.4377	-0.0053	45361	-0.7158	47.4128%	0.72	No	
	40-up	37028	3.4430							
Ethnicity	Hispanic	2056	3.3988	-0.0455	45222	-3.3085	0.0939%	3.31	Yes	
	Non-Hispanic	43168	3.4444							
Race 1	AI/AN	303	3.4125	-0.0713	32452	-2.0052	4.4954%	2.01	Yes	
	White	32151	3.4838							
Race 2	Asian	3931	3.3656	-0.1183	36080	-11.4408	< 0.0001%	4.90+	Yes	
	White	32151	3.4838							
Race 3	Black/AA	6349	3.3056	-0.1783	38498	-21.3010	< 0.0001%	4.90+	Yes	
	White	32151	3.4838							
Race 4	Multiracial	506	3.3577	-0.1261	32655	-4.5668	0.0005%	4.56	Yes	
	White	32151	3.4838							
Race 5	NH/PI	428	3.3645	-0.1194	32577	-3.9842	0.0068%	3.98	Yes	
	White	32151	3.4838							
Sex	Female	18318	3.4252	-0.0282	45361	-4.8423	0.0001%	4.89	Yes	
	Male	27045	3.4534							

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

Table 48. Adverse Impact Analysis Performance Ratings, 2009 Payout

Group	Demographic		Performance Rating				Statistical Significance				Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b			
Age	Under 40	4064	3.4633	-0.0042	21703	-0.3696	71.1673%	0.37	No		
	40-up	17641	3.4675								
Ethnicity	Hispanic	1075	3.3805	-0.0907	21703	-4.4928	0.0007%	4.49	Yes		
	Non-Hispanic	20630	3.4712								
Race 1	AI/AN	168	3.2560	-0.2640	15471	-5.1700	< 0.0001%	4.90+	Yes		
	White	15305	3.5200								
Race 2	Asian	1076	3.3513	-0.1687	16379	-8.1723	< 0.0001%	4.90+	Yes		
	White	15305	3.5200								
Race 3	Black/AA	3990	3.3281	-0.1919	19293	-16.7438	< 0.0001%	4.90+	Yes		
	White	15305	3.5200								
Race 4	Multiracial	184	3.4348	-0.0852	15487	-1.7444	8.1102%	1.74	No		
	White	15305	3.5200								
Race 5	NH/PI	103	3.4078		15406	-1.7235	8.4812%	1.72	No		
	White	15305	3.5200								
Sex	Female	10421	3.4530	-0.0263	21703	-3.0004	0.2699%	3.00	Yes		
	Male	11284	3.4794								

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 49. Adverse Impact Analysis
Performance Ratings, 2009 Payout**

Group	Demographic		Performance Rating			Statistical Significance			Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	
Age	Under 40	30421	3.4416	-0.0364	167070	-9.3173	< 0.0001%	4.90+	N/A
	40-up	136651	3.4780						
Ethnicity	Hispanic	9561	3.4189	-0.0557	166813	-8.5731	< 0.0001%	4.90+	Yes
	Non-Hispanic	157254	3.4746						
Race 1	AI/AN	1400	3.3743	-0.1374	121578	-8.1993	< 0.0001%	4.90+	Yes
	White	120180	3.5117						
Race 2	Asian	9562	3.3948	-0.1169	129740	-17.7173	< 0.0001%	4.90+	Yes
	White	120180	3.5117						
Race 3	Black/AA	25247	3.4662	-0.1735	145425	-40.6709	< 0.0001%	4.90+	Yes
	White	120180	3.5117						
Race 4	Multiracial	1520	3.3750	-0.1367	121698	-8.4933	0.0001%	4.89	Yes
	White	120180	3.5117						
Race 5	NH/PI	1006	3.4135	-0.0982	121184	-4.9743	< 0.0001%	4.90+	Yes
	White	120180	3.5117						
Sex	Female	68919	3.4673	-0.0069	167070	-2.2626	2.3662%	2.26	Yes
	Male	98153	3.4743						

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 50. Adverse Impact Analysis
Salary Increase, 2009 Payout**

Air Force

Group	Demographic		Salary Increase			Statistical Significance			Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	
Age	Under 40	6386	3.6199						
	40-up	30030	3.5969	-0.0230	36414	0.8752	38.1477%	0.88	No
Ethnicity	Hispanic	2247	3.4277	-0.1846	36414	-4.4547	0.0008%	4.47	Yes
	Non-Hispanic	34169	3.6123						
Race 1	AI/AN	306	3.5131	-0.1639	28465	-1.4771	13.9666%	1.48	No
	White	28161	3.6770						
Race 2	Asian	1642	3.2896	-0.3873	29801	-7.9240	< 0.0001%	4.90+	Yes
	White	28161	3.6770						
Race 3	Black/AA	3929	3.2969	-0.3800	32088	-11.7125	< 0.0001%	4.90+	Yes
	White	28161	3.6770						
Race 4	Multiracial	280	3.3868	-0.2902	28439	-2.5042	1.2278%	2.50	Yes
	White	28161	3.6770						
Race 5	NH/PI	107	3.3645	-0.3125	28266	-1.6730	9.4335%	1.67	No
	White	28161	3.6770						
Sex	Female	13316	3.6392						
	Male	23100	3.5789	-0.0603	36414	-2.9133	0.3578%	2.91	Yes

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 51. Adverse Impact Analysis
Salary Increase, 2009 Payout**

Army

Group	Demographic		Salary Increase			Statistical Significance			Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	
Age	Under 40	11574	3.9447						
	40-up	51895	3.8064	-0.1383	63467	-6.5692	< 0.0001%	4.90+	Yes
Ethnicity	Hispanic	4081	3.8407						
	Non-Hispanic	59276	3.8301	-0.0107	63355	-0.3217	74.7686%	0.32	No
Race 1	AI/AN	608	3.7317	-0.1403	45164	-1.8422	6.5445%	1.84	No
	White	44558	3.8886						
Race 2	Asian	2882	3.7498	-0.1388	47438	-3.4745	0.0512%	3.47	Yes
	White	44558	3.8886						
Race 3	Black/AA	10958	3.6317	-0.2568	55514	-11.7212	< 0.0001%	4.90+	Yes
	White	44558	3.8886						
Race 4	Multiracial	535	3.5721	-0.3164	45091	-3.4868	0.0489%	3.49	Yes
	White	44558	3.8886						
Race 5	NH/PI	342	3.8678	-0.0207	44898	-0.1831	85.4724%	0.18	No
	White	44558	3.8886						
Sex	Female	26794	3.9508						
	Male	36675	3.7445	-0.2063	63467	-12.5448	< 0.0001%	4.90+	Yes

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 52. Adverse Impact Analysis
Salary Increase, 2009 Payout**

Demographic		Salary Increase			Statistical Significance			Adverse Impact /c
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b
Age	Under 40	8335	3.8376					
	40-up	37028	3.4078	-0.4298	45361	-18.2558	< 0.0001%	4.90+
Ethnicity	Hispanic	2056	3.5290					
	Non-Hispanic	43168	3.4852	-0.0438	45222	-0.9956	31.9443%	1.00
Race 1	AI/AN	303	3.5211	-0.0378	32452	-0.3318	74.0041%	0.33
	White	32151	3.5589					
Race 2	Asian	3931	3.2876	-0.2713	36080	-8.1719	< 0.0001%	4.90+
	White	32151	3.5589					
Race 3	Black/AA	6349	3.2407	-0.3182	38498	-11.8882	< 0.0001%	4.90+
	White	32151	3.5589					
Race 4	Multiracial	506	3.3881	-0.1708	32655	-1.9285	5.3796%	1.93
	White	32151	3.5589					
Race 5	NH/PI	428	3.6624	-0.1035	32577	-1.0770	28.1509%	1.08
	White	32151	3.5589					
Sex	Female	18318	3.5247					
	Male	27045	3.4611	-0.0636	45361	-3.4088	0.0653%	3.41

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 53. Adverse Impact Analysis
Salary Increase, 2009 Payout**

Group	Demographic		Salary Increase			Statistical Significance				Other DOD	
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/b	Adverse Impact /c		
Age	Under 40	4064	4.0670								
	40-up	17641	3.6165	-0.4504	21703	-12.7637	< 0.0001%	4.90+	Yes		
Ethnicity	Hispanic	1075	3.6197	-0.0855	21703	-1.3423	17.9515%	1.34	No		
	Non-Hispanic	20630	3.7051								
Race 1	AI/AN	168	3.3304	-0.4386	15471	-2.7127	0.6682%	2.71	Yes		
	White	15305	3.7689								
Race 2	Asian	1076	3.5187	-0.2503	16379	-3.8290	0.0129%	3.83	Yes		
	White	15305	3.7689								
Race 3	Black/AA	3990	3.5408	-0.1919	19293	-16.7438	< 0.0001%	4.90+	Yes		
	White	15305	3.7689								
Race 4	Multiracial	184	3.6598	-0.1092	15487	-0.7066	47.9838%	0.71	No		
	White	15305	3.7689								
Race 5	NH/PI	103	3.6282	-0.1408	15406	-0.6834	49.4387%	0.68	No		
	White	15305	3.7689								
Sex	Female	10421	3.7974								
	Male	11284	3.6117	-0.1857	21703	-6.7208	< 0.0001%	4.90+	Yes		

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 54. Adverse Impact Analysis
Salary Increase, 2009 Payout**

Group	Demographic		Salary Increase			Statistical Significance			Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/b	
Age	Under 40	30421	3.8632						
	40-up	136651	3.6276	-0.2356	167070	-18.6497	< 0.0001%	4.90+	Yes
Ethnicity	Hispanic	9561	3.6468	-0.0250	166813	-1.1898	23.4111%	1.19	No
	Non-Hispanic	157254	3.6718						
Race 1	AI/AN	1400	3.5791	-0.1566	121578	-2.8766	0.4020%	2.88	Yes
	White	120180	3.7357						
Race 2	Asian	9562	3.4542	-0.2815	129740	-13.1356	< 0.0001%	4.90+	Yes
	White	120180	3.7357						
Race 3	Black/AA	25247	3.4662	-0.2695	145425	-19.4781	< 0.0001%	4.90+	Yes
	White	120180	3.7357						
Race 4	Multiracial	1520	3.4913	-0.2445	121698	-4.6758	0.0003%	4.67	Yes
	White	120180	3.7357						
Race 5	NH/PI	1006	3.6926	-0.0431	121184	-0.6717	50.1777%	0.67	No
	White	120180	3.7357						
Sex	Female	68919	3.7540						
	Male	98153	3.6119	-0.1422	167070	-14.3519	< 0.0001%	4.90+	Yes

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 55. Adverse Impact Analysis
Bonus, 2009 Payout**

Demographic		Bonus			Statistical Significance			Adverse Impact /c
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b
Age	Under 40	6386	1.3910	-0.2842	36414	-14.4039	< 0.0001%	4.90+
	40-up	30030	1.6752					N/A
Ethnicity	Hispanic	2247	1.5241	-0.1079	36414	-3.4519	0.0557%	3.45
	Non-Hispanic	34169	1.6320					
Race 1	AI/AN	306	1.5163	-0.1742	28465	-2.0538	4.0006%	2.05
	White	28161	1.6905					
Race 2	Asian	1642	1.2854	-0.4051	29801	-10.8435	< 0.0001%	4.90+
	White	28161	1.6905					
Race 3	Black/AA	3929	1.3724	-0.3182	32088	-12.9396	< 0.0001%	4.90+
	White	28161	1.6905					
Race 4	Multiracial	280	1.4346	-0.2559	28439	-2.8871	0.3890%	2.89
	White	28161	1.6905					
Race 5	NH/PI	107	1.4093	-0.2812	28266	-1.9689	4.9000%	1.97
	White	28161	1.6905					
Sex	Female	13316	1.6090	-0.0258	36414	-1.6534	9.8251%	1.65
	Male	23100	1.6348					

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 56. Adverse Impact Analysis
Bonus, 2009 Payout**

Demographic		Bonus			Statistical Significance			Adverse Impact /c	
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	Adverse Impact /c
Age	Under 40	11574	1.7283	-0.2808	63467	-14.9677	< 0.0001%	4.90+	N/A
	40-up	51895	2.0091						
Ethnicity	Hispanic	4081	1.8185	-0.1492	63355	-5.0430	< 0.0001%	4.90+	Yes
	Non-Hispanic	59276	1.9677						
Race 1	AI/AN	608	1.7957	-0.2598	45164	-3.3400	0.0839%	3.34	Yes
	White	44558	2.0555						
Race 2	Asian	2882	1.8108	-0.2447	47438	-6.7330	< 0.0001%	4.90+	Yes
	White	44558	2.0555						
Race 3	Black/AA	10958	1.6729	-0.3826	55514	-19.4192	< 0.0001%	4.90+	Yes
	White	44558	2.0555						
Race 4	Multiracial	535	1.7353	-0.3202	45091	-3.8633	0.0112%	3.86	Yes
	White	44558	2.0555						
Race 5	NH/PI	342	1.4798	-0.5757	44898	-5.5692	< 0.0001%	4.90+	Yes
	White	44558	2.0555						
Sex	Female	26794	1.8423	-0.2000	63467	-13.6344	< 0.0001%	4.90+	Yes
	Male	36675	2.0423						

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 57. Adverse Impact Analysis
Bonus, 2009 Payout**

Demographic		Bonus				Statistical Significance				Adverse Impact /c
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b		
Age	Under 40	8335	1.0461	-0.4430	45361	-23.5503	< 0.0001%	4.90+	N/A	
	40-up	37028	1.4891							
Ethnicity	Hispanic	2056	1.2570	-0.1587	45222	-4.5026	0.0007%	4.49	Yes	
	Non-Hispanic	43168	1.4157							
Race 1	AI/AN	303	1.2083	-0.2830	32452	-3.0202	0.2528%	3.02	Yes	
	White	32151	1.4912							
Race 2	Asian	3931	1.2743	-0.2170	36080	-7.9884	< 0.0001%	4.90+	Yes	
	White	32151	1.4912							
Race 3	Black/AA	6349	1.1499	-0.3414	38498	-15.7710	< 0.0001%	4.90+	Yes	
	White	32151	1.4912							
Race 4	Multiracial	506	1.2302	-0.2610	32655	-3.5871	0.0005%	4.56	Yes	
	White	32151	1.4912							
Race 5	NH/PI	428	1.0488	-0.4424	32577	-5.6089	< 0.0001%	4.90+	Yes	
	White	32151	1.4912							
Sex	Female	18318	1.3204	-0.1464	45361	-9.8127	< 0.0001%	4.90+	Yes	
	Male	27045	1.4668							

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 58. Adverse Impact Analysis
Bonus, 2009 Payout**

Group	Demographic		Bonus			Statistical Significance				Adverse Impact /c
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b		
Age	Under 40	4064	2.0032	-0.4806	21703	-14.0208	< 0.0001%	4.90+	N/A	
	40-up	17641	2.4839							
Ethnicity	Hispanic	1075	2.2811	-0.1186	21703	-1.9162	5.5352%	1.92	No	
	Non-Hispanic	20630	2.3997							
Race 1	AI/AN	168	2.1696	-0.3558	15471	-2.2019	2.7685%	2.20	Yes	
	White	15305	2.5254							
Race 2	Asian	1076	2.1945	-0.3309	16379	-5.0816	< 0.0001%	4.90+	Yes	
	White	15305	2.5254							
Race 3	Black/AA	3990	1.9783	-0.2281	19293	-15.4738	< 0.0001%	4.90+	Yes	
	White	15305	2.5254							
Race 4	Multiracial	184	2.5125	-0.0129	15487	-0.0832	93.3665%	0.08	No	
	White	15305	2.5254							
Race 5	NH/PI	103	2.3816	-0.1439	15406	-0.6983	48.5016%	0.70	No	
	White	15305	2.5254							
Sex	Female	10421	2.2150	-0.3441	21703	-12.8475	< 0.0001%	4.90+	Yes	
	Male	11284	2.5591							

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 59. Adverse Impact Analysis
Bonus, 2009 Payout**

Demographic		Bonus			Statistical Significance			Total DOD	
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	Adverse Impact /c
Age	Under 40	30421	1.5073	-0.3487	167070	-31.8789	< 0.0001%	4.90+	N/A
	40-up	136651	1.8559						
Ethnicity	Hispanic	9561	1.6793	-0.1206	166813	-6.6145	< 0.0001%	4.90+	Yes
	Non-Hispanic	157254	1.7999						
Race 1	AI/AN	1400	1.6525	-0.2263	121578	-4.6878	0.0003%	4.67	Yes
	White	120180	1.8788						
Race 2	Asian	9562	1.5419	-0.3370	129740	-17.7979	< 0.0001%	4.90+	Yes
	White	120180	1.8788						
Race 3	Black/AA	25247	1.5430	-0.3358	145425	-27.7567	< 0.0001%	4.90+	Yes
	White	120180	1.8788						
Race 4	Multiracial	1520	1.6072	-0.2717	121698	-5.8547	< 0.0001%	4.90+	Yes
	White	120180	1.8788						
Race 5	NH/PI	1006	1.3849	-0.4939	121184	-8.6904	< 0.0001%	4.90+	Yes
	White	120180	1.8788						
Sex	Female	68919	1.7149	-0.1320	167070	-15.3614	< 0.0001%	4.90+	Yes
	Male	98153	1.8469						

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 60. Adverse Impact Analysis
Total Payout, 2009 Payout**

Demographic		Total Payout			Statistical Significance			Air Force	
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	Adverse Impact /c
Age	Under 40	6386	5.0115	-0.2595	36414	-8.3574	< 0.0001%	4.90+	N/A
	40-up	30030	5.2710						
Ethnicity	Hispanic	2247	4.9514	-0.2922	36414	-5.9496	< 0.0001%	4.90+	Yes
	Non-Hispanic	34169	5.2436						
Race 1	AI/AN	306	5.0300	-0.3363	28465	-2.5791	0.9910%	2.58	Yes
	White	28161	5.3667						
Race 2	Asian	1642	4.5727	-0.7941	29801	-13.8351	< 0.0001%	4.90+	Yes
	White	28161	5.3667						
Race 3	Black/AA	3929	4.6688	-0.6979	32088	-18.2475	< 0.0001%	4.90+	Yes
	White	28161	5.3667						
Race 4	Multiracial	280	4.8207	-0.5460	28439	-4.0090	0.0061%	4.01	Yes
	White	28161	5.3667						
Race 5	NH/PI	107	4.7710	-0.5957	28266	-2.7142	0.6648%	2.71	Yes
	White	28161	5.3667						
Sex	Female	13316	5.2494						
	Male	23100	5.2118	-0.0376	36414	-1.5333	12.5215%	1.53	No

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 61. Adverse Impact Analysis
Total Payout, 2009 Payout**

Demographic		Total Payout			Statistical Significance			Adverse Impact /c	
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	Impact /c
Age	Under 40	11574	5.6719	-0.1439	63467	-5.6221	< 0.0001%	4.90+	N/A
	40-up	51895	5.8159						
Ethnicity	Hispanic	4081	5.6593	-0.1387	63355	-3.4400	0.0583%	3.44	Yes
	Non-Hispanic	59276	5.7980						
Race 1	AI/AN	608	5.5337	-0.4106	45164	-4.0004	0.0063%	4.00	Yes
	White	44558	5.9443						
Race 2	Asian	2882	5.5554	-0.3888	47438	-8.0831	< 0.0001%	4.90+	Yes
	White	44558	5.9443						
Race 3	Black/AA	10958	5.3057	-0.6386	55514	-24.0629	< 0.0001%	4.90+	Yes
	White	44558	5.9443						
Race 4	Multiracial	535	5.3064	-0.6379	45091	-5.8326	< 0.0001%	4.90+	Yes
	White	44558	5.9443						
Race 5	NH/PI	342	5.3436	-0.6007	44898	-4.4049	0.0011%	4.40	Yes
	White	44558	5.9443						
Sex	Female	26794	5.7930						
	Male	36675	5.7872	-0.0058	63467	-0.2921	77.0249%	0.29	No

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 62. Adverse Impact Analysis
Total Payout, 2009 Payout**

Demographic		Total Payout			Statistical Significance			Adverse Impact /c
Group	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b
Age	Under 40	8335	4.8854	-0.0131	45361	-0.4982	61.8367%	0.50
	40-up	37028	4.8985					
Ethnicity	Hispanic	2056	4.7874	-0.1151	45222	-2.3690	1.8328%	2.36
	Non-Hispanic	43168	4.9025					
Race 1	AI/AN	303	4.7323	-0.3193	32452	-2.5487	1.0818%	2.55
	White	32151	5.0516					
Race 2	Asian	3931	4.5595	-0.4921	36080	-13.4757	< 0.0001%	4.90+
	White	32151	5.0516					
Race 3	Black/AA	6349	4.3950	-0.6565	38498	-22.2088	< 0.0001%	4.90+
	White	32151	5.0516					
Race 4	Multiracial	506	4.6237	-0.4279	32655	-4.3952	0.0011%	4.40
	White	32151	5.0516					
Race 5	NH/PI	428	4.7121	-0.3395	32577	-3.2160	0.1301%	3.22
	White	32151	5.0516					
Sex	Female	18318	4.8476	-0.0814	45361	-3.9355	0.0083%	3.94
	Male	27045	4.9289					

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 63. Adverse Impact Analysis
Total Payout, 2009 Payout**

Group	Demographic		Total Payout			Statistical Significance				Other DOD	
	Subgroup	Employees	Mean	Diff	df	t-Test	Prob /a	SD/ b	Adverse Impact /c		
Age	Under 40	4064	6.0741	-0.0259	21703	-0.5432	58.6985%	0.54	No		
	40-up	17641	6.1000								
Ethnicity	Hispanic	1075	5.9007	-0.2045	21703	-2.3867	1.7000%	2.39	Yes		
	Non-Hispanic	20630	6.1053								
Race 1	AI/AN	168	5.5000	-0.7951	15471	-3.6985	0.0218%	3.70	Yes		
	White	15305	6.2951								
Race 2	Asian	1076	5.7161	-0.5790	16379	-6.6348	< 0.0001%	4.90+	Yes		
	White	15305	6.2951								
Race 3	Black/AA	3990	5.5178	-0.7773	19293	-16.0830	< 0.0001%	4.90+	Yes		
	White	15305	6.2951								
Race 4	Multiracial	184	6.1679	-0.1271	15487	-0.6176	53.6857%	0.62	No		
	White	15305	6.2951								
Race 5	NH/PI	103	6.0214	-0.2737	15406	-0.9990	31.7790%	1.00	No		
	White	15305	6.2951								
Sex	Female	10421	6.0142	-0.1557	21703	-4.1843	0.0290%	4.18	Yes		
	Male	11284	6.1699								

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.

**Table 64. Adverse Impact Analysis
Total Payout, 2009 Payout**

Group	Demographic Subgroup	Total Payout			Statistical Significance			Adverse Impact /c
		Employees	Mean	Diff	df	t-Test	Prob /a	
Age	Under 40	30421	5.3712	-0.1126	167070	-7.3138	< 0.0001%	4.90+
	40-up	136651	5.4838					N/A
Ethnicity	Hispanic	9561	5.3262	-0.1458	166813	-5.6952	< 0.0001%	4.90+
	Non-Hispanic	157254	5.4720					Yes
Race 1	AI/AN	1400	5.2351	-0.3798	121578	-5.7746	< 0.0001%	4.90+
	White	120180	5.6149					Yes
Race 2	Asian	9562	4.9934	-0.6215	129740	-24.0099	< 0.0001%	4.90+
	White	120180	5.6149					Yes
Race 3	Black/AA	25247	5.0105	-0.6044	145425	-35.9907	< 0.0001%	4.90+
	White	120180	5.6149					Yes
Race 4	Multiracial	1520	5.0992	-0.5157	121698	-8.1616	< 0.0001%	4.90+
	White	120180	5.6149					Yes
Race 5	NH/PI	1006	5.0774	-0.5375	121184	-6.9433	< 0.0001%	4.90+
	White	120180	5.6149					Yes
Sex	Female	68919	5.4700					
	Male	98153	5.4586	-0.0114	167070	0.9469	34.3692%	0.95

SOURCE: DOD - Defense Civilian Personnel Data System - January 2009.

AI/AN = American Indian or Alaskan Native

NH/PI = Native Hawaiian or Pacific Islander

a. Chance probability. Statistically significant if 5.00% or less.

b. Probability expressed in standard deviation units. Statistically significant if 1.96 or more.

c. Yes = Differences between groups is statistically significant.