

2021 SES Pay and Performance Profile Data

Salary Profile

Employees at new salary cap (\$203,700): 148

Employees with Salaries Above Executive Level III (\$187,300): 239

Rating Distributions

	# and % Received
Outstanding:	149 – 52.10%
Exceeds FS:	119 – 41.61%
Fully Successful:	18 – 6.29%
Minimally Satisfactory:	0
Unsatisfactory:	0

Pay Adjustment Data

Average Pay Adjustment: 2.96%

	% Range	# and % Received	Average
Outstanding:	3.6% to 4.6%	139 – 55%	2.98%
Exceeds FS:	2.6% to 3.6%	103 – 40%	3.02%
Fully Successful:	Up to 2.6%	13 – 5%	2.36%

Averages are impacted by the amount allowable due to the salary cap of \$203,700

Performance Award Data

Average Performance Award: 8.68%

	% Range Received	# and % Received	Average
Outstanding:	8.25% to 15%	136 – 52%	11%
Exceeds FS:	5.25% to 8%	108 – 42%	7%
Fully Successful:	0 or 5%	16 – 6%	4%

2021 ST/SL Pay and Performance Profile Data

Salary Profile

Employees at new salary cap (\$203,700): 63

Employees with Salaries Above Executive Level III (\$187,300): 80

Rating Distributions

	# and % Received
Outstanding:	58 – 69.88%
Exceeds FS:	22 – 26.51%
Fully Successful:	3 – 3.61%
Minimally Satisfactory:	0
Unsatisfactory:	0

Pay Adjustment Data

Average Pay Adjustment: 2.70%

	% Range	# and % Received	Average
Outstanding:	3.61% to 4.60%	58 – 70%	2.69%
Exceeds FS:	2.61% to 3.60%	22 – 27%	2.77%
Fully Successful:	Up to 2.60%	3 – 3%	2.34%

Averages are impacted by the amount allowable due to the salary cap of \$203,700

Performance Award Data

Average Performance Award: 8.39%

	% Range Received	# and % Received	Average
Outstanding:	8.00% to 11.50%	54 – 68%	10%
Exceeds FS:	5.00% to 7.76%	22 – 28%	6%
Fully Successful:	Up to 4.00%	3 – 4%	3%