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# **FY 2014 Senior Professional Performance Cycle Results**

**Office of Executive Resources  
January 2015**

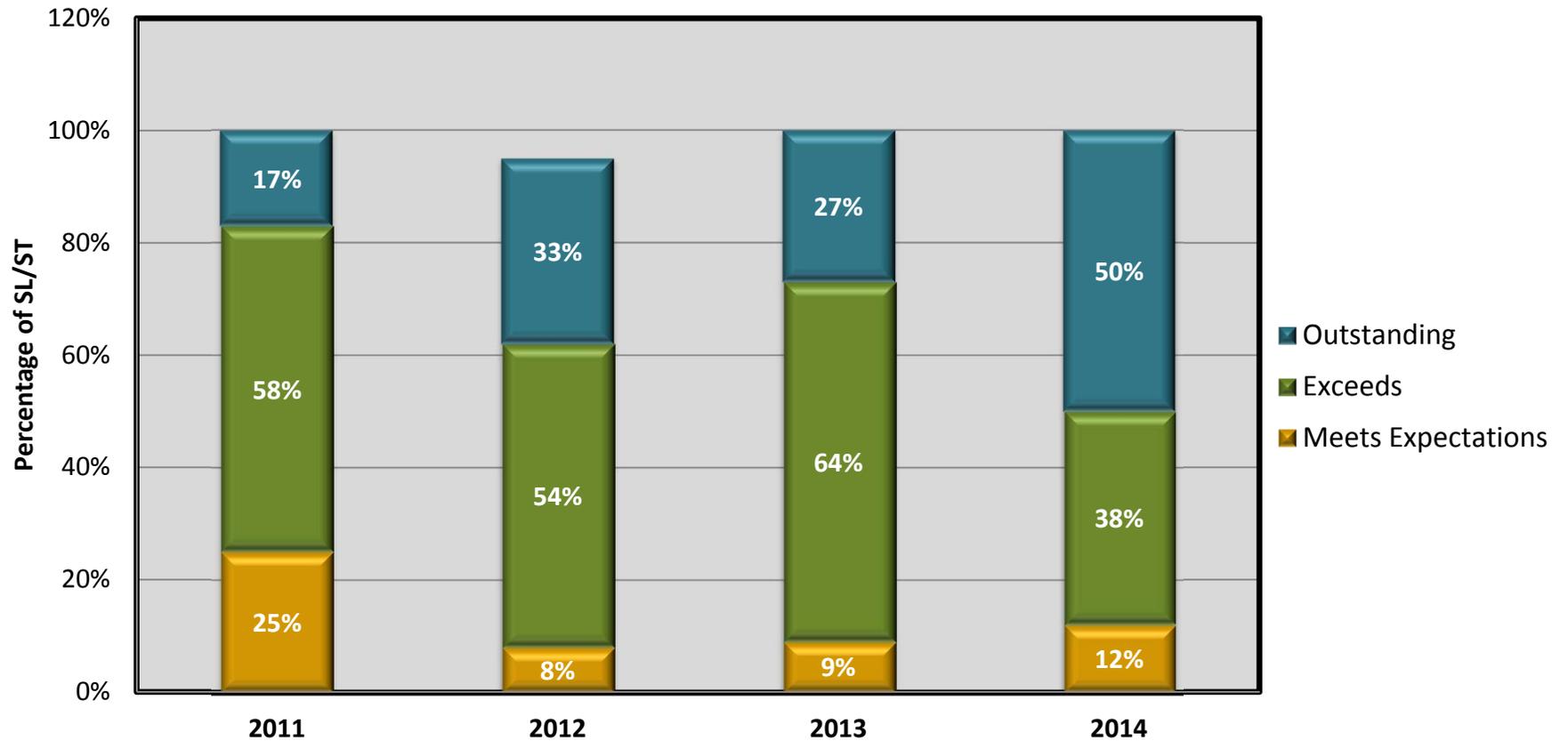
[www.jobs.energy.gov](http://www.jobs.energy.gov)

**OFFICE OF THE CHIEF  
HUMAN CAPITAL OFFICER**

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# SL/ST Historical Performance Ratings Distribution

SL/ST Ratings  
FY 2011 – FY 2014



May not add to 100% due to not including Minimally Satisfactory or below ratings

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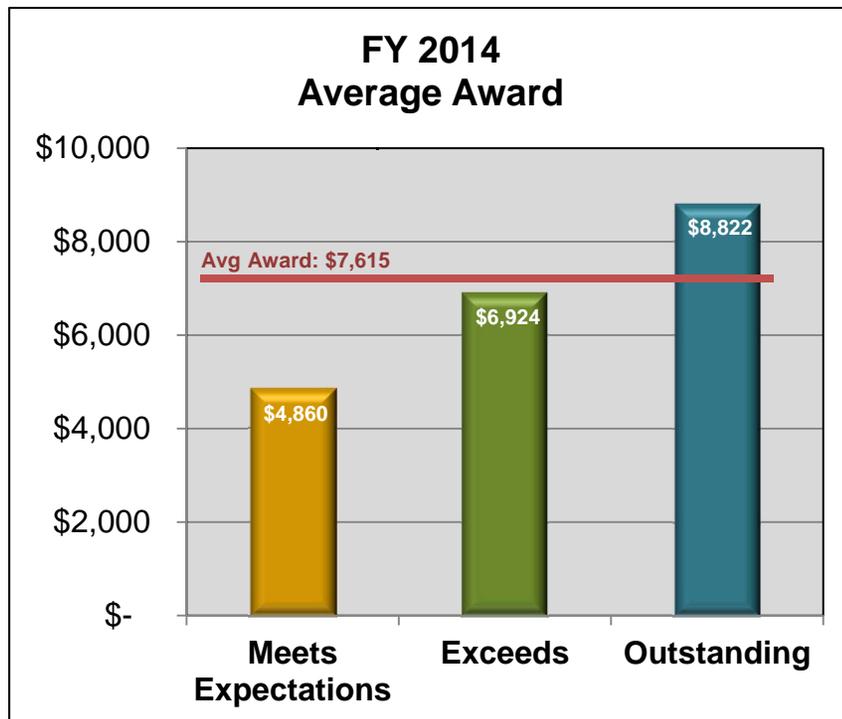
# FY 14 SL/ST Compensation Philosophy

- **Award pool funding set at 4.5% of SL/ST salary**
  - Award Distribution Factor assigned based on rating level
  - Optimized based on unique ratings distribution and funding level
  - No minimum award amount required
- **Maximum salary increase percentage assigned based on rating level**

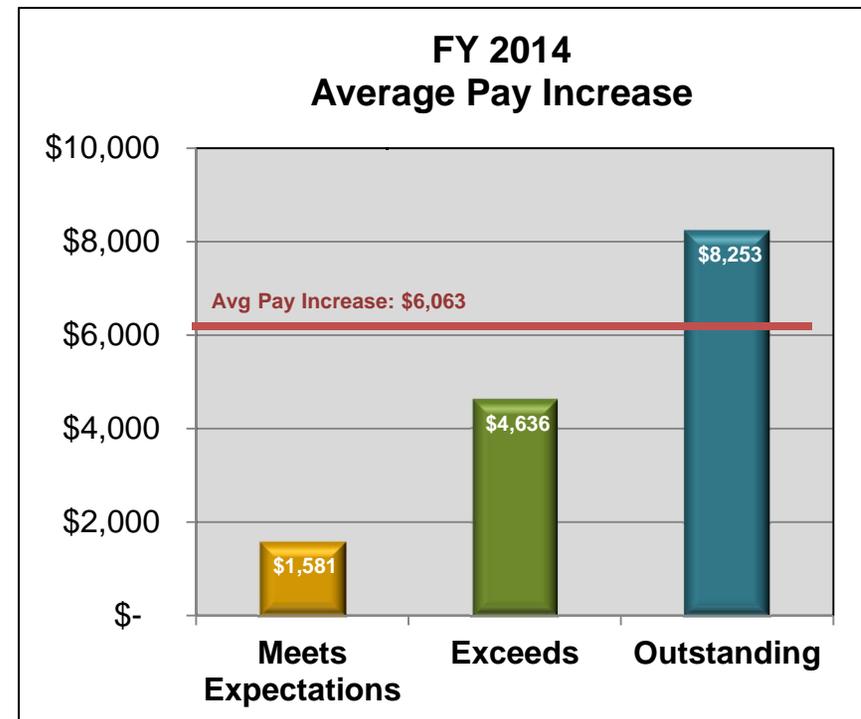
Rating	Maximum Salary Increase	Award Distribution Factor
Meets Expectation	0% - 1%	1.75
Exceeds	0% - 3%	2.5
Outstanding	0% - 5%	5

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# FY 2014 SL/ST Average Award & Pay Increase by Rating Level



*100% of rated career SL/ST members received an award*

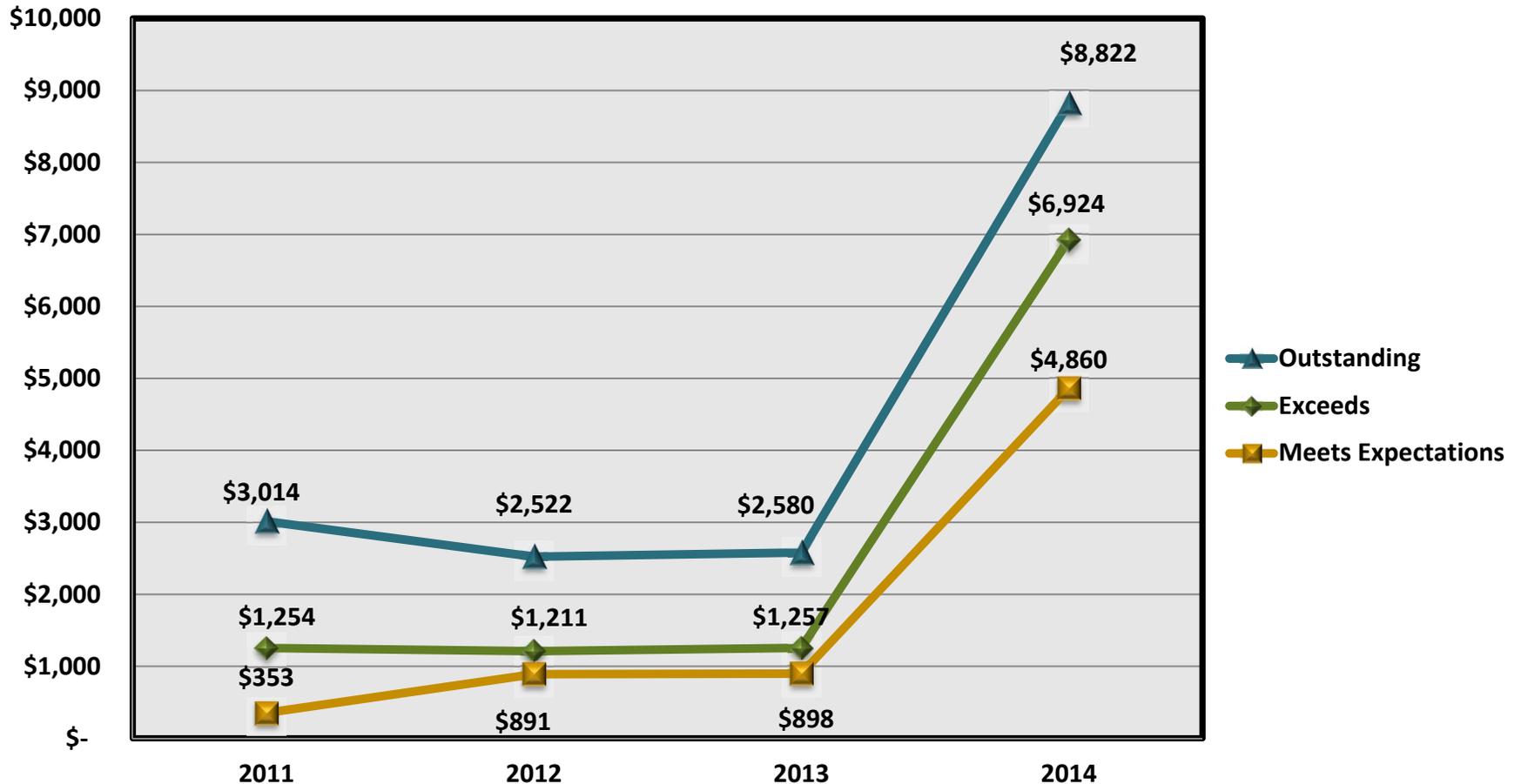


*100% of rated SL/ST members received a pay increase*

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# SL/ST Historical Performance Awards by Rating Level

Historical Awards Distribution FY 2011 – FY 2014

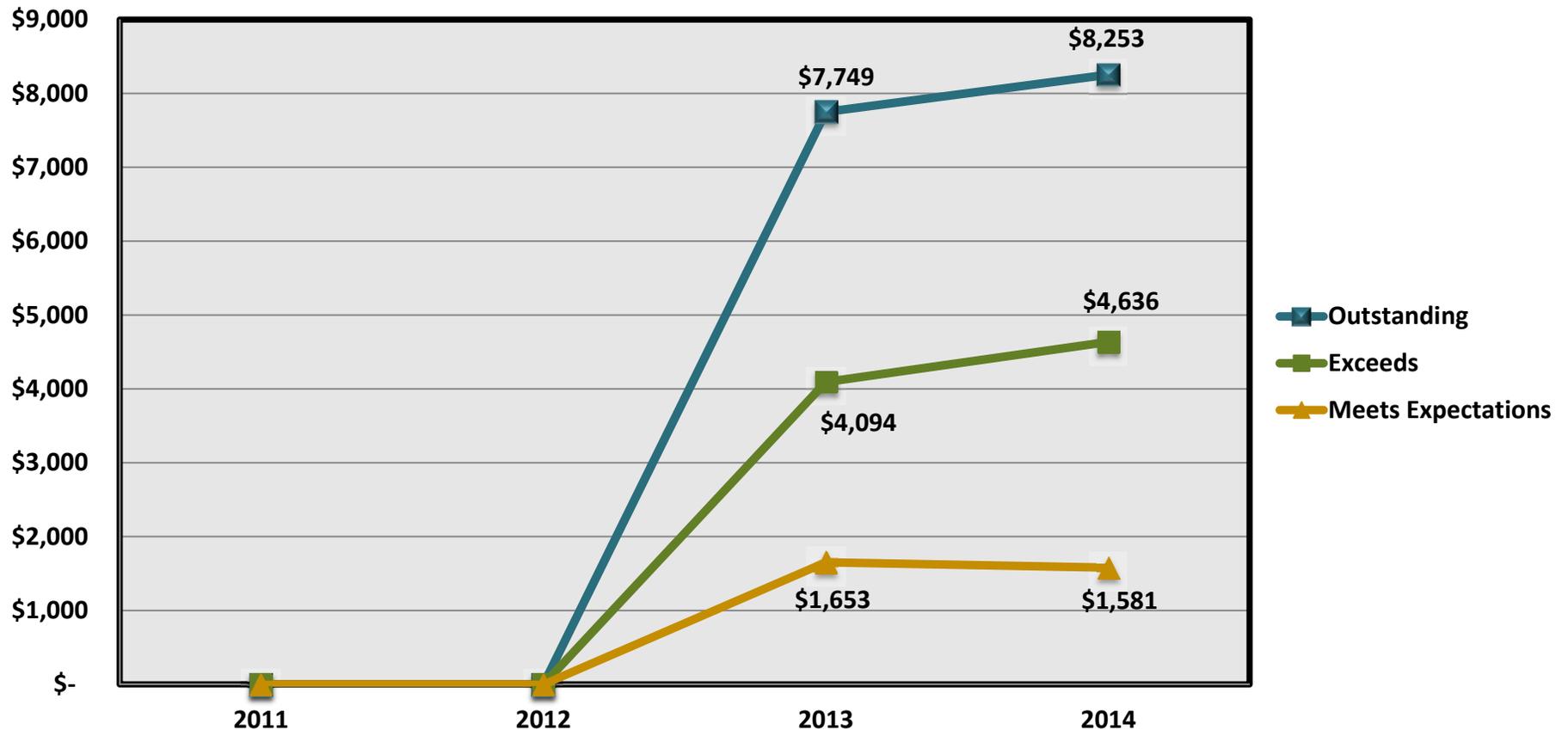


*SL/ST Award Funding Restriction Lifted in FY 2014 (increased from 0.97% to 4.5%)*

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# SL/ST Historical Pay Increases by Rating Level

Historical Pay Increases by Rating  
FY 2011 – FY 2014



No pay increases given in FY 2011 and FY 2012 due to the government-wide pay freeze