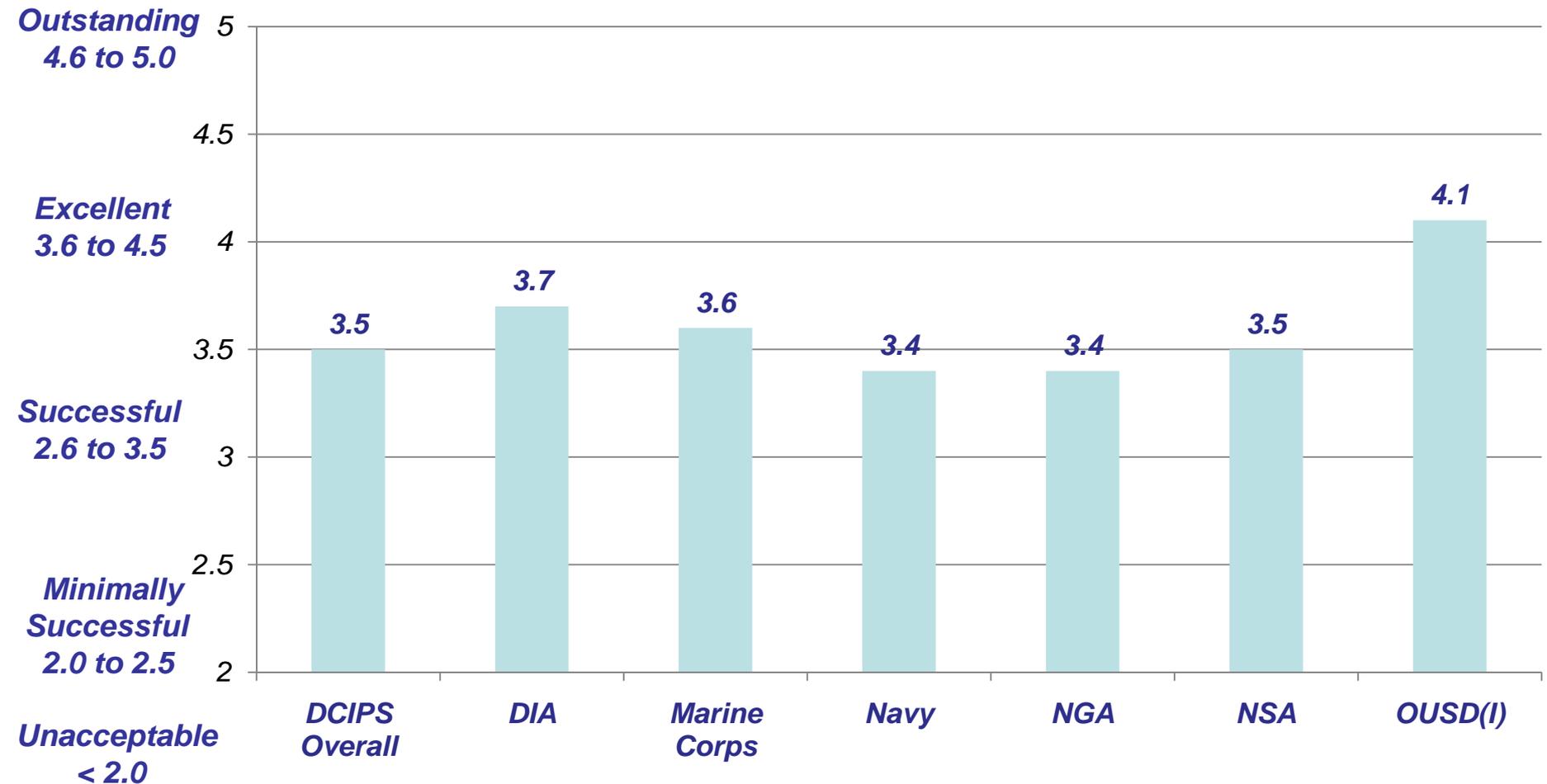


Defense Civilian Intelligence Personnel System (DCIPS)

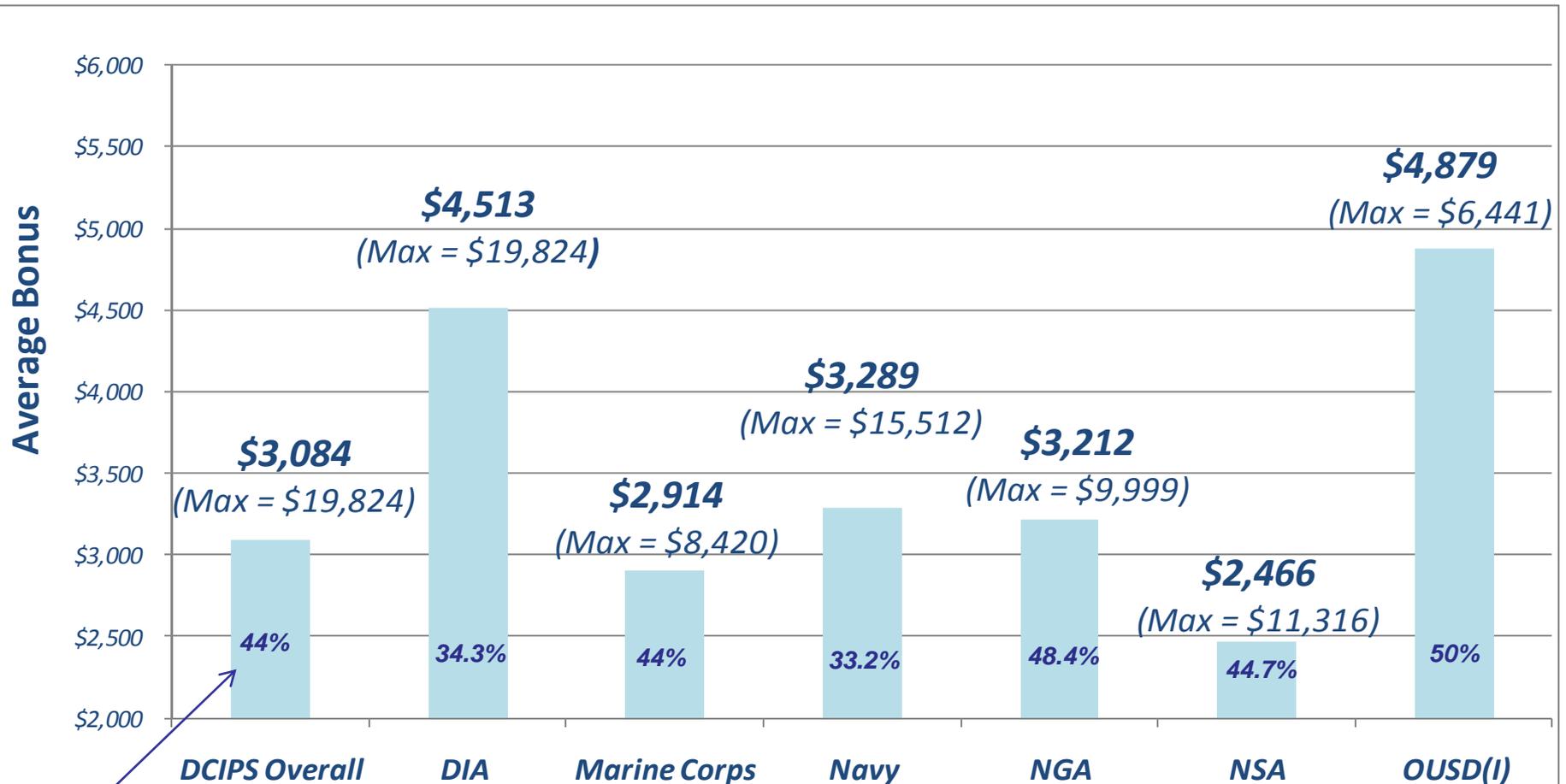


***FY 2009 Performance Evaluation,
Bonus and Pay Pool Results***

FY09 Mean Performance Evaluation Ratings by DCIPS Component



FY09 Bonus Payouts and Percent of Employees Receiving a Bonus



* Percent of employees who received a bonus

NGA FY05 through FY09 Salary Increases, Bonus Payouts, and Performance Ratings *

	FY09	FY08	FY07	FY06	FY05
Mean Performance Rating	3.4	416	416	416	415
Mean Salary Increase	\$1,998	\$1,973	\$1,920	\$1,864	\$1,810
% Receiving a Salary Increase	95.7%	96.0%	94.8%	93.2%	91.7%
Mean Bonus Amount	\$3,212	\$2,913	\$2,818	\$2,667	\$2,554
% Receiving a Bonus	48.4%**	44.0%	44.0%	43.0%	44.0%

* NGA transitioned from a 500 point scale to the 5 point DCIPS scale beginning FY09

** FY09 reflects the percentage of the eligible population; prior years reflect the percentage of total population