



United States Department of the Interior

OFFICE OF THE ASSISTANT SECRETARY
POLICY, MANAGEMENT AND BUDGET
Washington, DC 20240



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Memorandum

To: Solicitor
Inspector General
Assistant Secretaries
Bureau and Office Directors
Special Trustee for American Indians
Members of the Senior Executive Service (e-mailed where available)

From: Pamela K. Haze
Acting Assistant Secretary for Policy, Management and Budget

Subject: FY 2008 Senior Executive Service Performance-Based Pay System Results

The purpose of this memorandum is to provide you with the results of the Department's Senior Executive Service (SES) FY 2008 performance rating and recognition process.

The Office of Personnel Management (OPM) gathers this information from all agencies annually and publishes it as government-wide statistics. In addition to using this information for government-wide reporting purposes, OPM also evaluates it as part of the process for certifying SES performance systems.

If you have any questions, please contact Jenny Mallios, Director of the Executive Resources Division at 202-513-0874 or Jenny_H_Mallios@ios.doi.gov.

Attachment

| Ratings for Career, Non-Career and Limited Term SES | | | | | | | | |
|--|-------------------------------|---------------------------------|------------------|-------------------------------|---------------------------------|------------------|-------------------------------|---------------------------------|
| FY 2006 | | | FY 2007 | | | FY 2008 | | |
| SES Rated | Rated At Highest Level | Percent at Highest Level | SES Rated | Rated at Highest Level | Percent at Highest Level | SES Rated | Rated at Highest Level | Percent at Highest Level |
| 239 | 52 | 21.7% | 243 | 53 | 21.8% | 244 | 80 | 32.7 |

| Salaries for Career, Non-Career and Limited Term SES | | | |
|--|----------------|----------------|----------------|
| | FY 2006 | FY 2007 | FY 2008 |
| Average pay before adjustment | \$150,157 | \$157,682 | \$157,823 |
| Average pay after adjustment | \$156,077 | \$165,412 | \$164,556 |
| Average salary adjustment | \$6,526 | \$7,739 | \$7,175.57 |
| Average salary adjustment as percentage of pay before adjustment | 4.3% | 4.9% | 4.5% |

| Career SES Ratings | | | | | | |
|---------------------------|---------------------------------|-------------------------|---------------------------------|-------------------------|---------------------------------|---------------------------------------|
| FY 2006 | | FY 2007 | | FY 2008 | | |
| Career SES Rated | Percent at Highest Level | Career SES Rated | Percent at Highest Level | Career SES Rated | Percent at Highest Level | Change from FY 2007 to FY 2008 |
| 211 | 22.2% | 213 | 22.5% | 217 | 30.87 | +8.37% |

| Career SES Performance Awards | | | | |
|---------------------------------------|----------------|----------------|----------------|---------------------------------------|
| | FY 2006 | FY 2007 | FY 2008 | Change from FY 2007 to FY 2008 |
| Average award | \$12,628 | \$14,257 | \$12,792 | -\$1465 |
| Percentage of SES who received awards | 55% | 67% | 75% | +8% |