



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

JUL 11 2008

The Honorable James E. Cason
Associate Deputy Secretary
Department of the Interior
Washington, D.C. 20240

Dear Mr. Cason:

This is in response to your request of April 4, 2008, for full certification of the Department of the Interior (DOI) Senior Executive Service (SES) performance appraisal system for calendar years 2008 and 2009. We have reviewed your request and have determined your system warrants full certification for calendar years 2008 and 2009, and the Office of Management and Budget (OMB) concurs. You are permitted to authorize pay above the rate for level III of the Executive Schedule, up to the rate for level II of the Executive Schedule, and you are permitted to use the higher aggregate pay limit.

You must continue to report annually to the U.S. Office of Personnel Management (OPM) the data that result from the application of your certified system. Compliance with the established report submission deadlines can affect your certification. The data will be reviewed to determine whether pay adjustments and awards for all DOI SES members are making meaningful distinctions based on performance and failure to do so would jeopardize your certification. You must also reapply for certification by June 30, 2009, if you wish to continue to apply a higher maximum rate of basic pay and the higher aggregate limitation on pay beyond December 31, 2009. That request must result in certification of your appraisal system by OPM and OMB prior to January 1, 2010, to avoid any gap in your authority to apply the higher maximum rate of pay and higher aggregate limit. When you request full certification for calendar years 2010 and 2011, you are expected to use OPM's SES Performance Appraisal Assessment Tool (SES-PAAT).

You should contact Ms. Judith Rutkin, your OPM Human Capital Officer, if you have questions regarding your certification status or requirements at 202-606-1474 or by e-mail at Judith.Rutkin@opm.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "LMS", with a long, sweeping horizontal line extending to the right.

Linda M. Springer
Director