



THE ASSOCIATE DEPUTY SECRETARY OF THE INTERIOR  
WASHINGTON, DC 20240

MAR 14 2008

Memorandum

To: Solicitor  
Inspector General  
Assistant Secretaries  
Bureau and Office Directors  
Special Trustee for American Indians  
Members of the Senior Executive Service

From: Associate Deputy Secretary *James E. Cason*

Subject: FY 2007 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 FY 2007 performance rating and recognition process.

The Office of Personnel Management 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, the 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 2005 through FY 2007**

FY 2005			FY 2006			FY 2007		
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
248	45	18.1%	239	52	21.7%	243	53	21.8%

**Salaries for Career, Non-Career and Limited Term SES**

	FY 2005	FY 2006	FY 2007
Average pay before adjustment	\$145,956	\$150,157	\$157,682
Average pay after adjustment	\$151,654	\$156,077	\$165,412
Average salary adjustment	\$6,233	\$6,526	\$ 7,739
Average salary adjustment as percentage of pay before adjustment	4.3%	4.3%	4.91%

**Career SES Ratings  
FY 2005 through FY 2007**

FY 2005		FY 2006		FY 2007		
Career SES Rated	Percent at Highest Level	Career SES Rated	Percent at Highest Level	Career SES Rated	Percent at Highest Level	Change from FY 2006 to FY 2007
220	18.2%	211	22.2%	213	22.5%	+3%

**Career SES Performance Awards**

	FY 2005	FY 2006	FY 2007	Change from FY 2006 to FY 2007
Average award	\$11,658	\$12,628	\$14,257	+ \$1,629
Percentage of SES who received awards	39.8%	55.9%	67%	+ 11.1%