



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUL 15 2014

Memorandum

To: Solicitor
Assistant Secretaries and Equivalent Officers
Bureau Directors
Members of the Senior Executive Service by email

From: Rhea Suh 
Assistant Secretary – Policy, Management and Budget

Subject: FY 2013 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 2013 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 Jonathan Mack (202-208-5590) or Michelle Oxyer (202-208-6943) with the Office of Human Resources, Executive Resources Division.

Attachment

FY 2013 SL ST Performance-Based Pay System Results

| Ratings for SL/ST | |
|---------------------------------------|-----|
| Number of SL/ST Rated | 77 |
| Number Rated at the Highest Level | 43 |
| Percentage Rated at the Highest Level | 56% |

| SL/ST Performance Awards | |
|--|---------|
| Number of SL/ST Receiving an Award | 67 |
| Percentage of SL/ST Receiving an Award | 87% |
| Average Award | \$5,921 |

| SL/ST Pay Adjustments | |
|--|---------|
| Number of SL/ST Receiving a Pay Adjustment | 64 |
| Percentage of SL/ST Receiving a Pay Adjustment | 83% |
| Average Pay Adjustment | \$2,055 |