



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

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## Memorandum

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

From: Mary Pletcher *MP* *ML*  
Deputy Assistant Secretary – Human Capital and Diversity

Subject: FY 2014 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 2014 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 2014 Senior Executive Service Performance-Based Pay System Results

Ratings for Career, Non Career and Limited Term SES	
<b>Number of Executives Rated</b>	222
<b>Number Rated at the Highest Level</b>	133
<b>Percentage Rated at the Highest Level</b>	60%

SES Performance Bonuses	
<b>Number of Career Executives Receiving a Bonus</b>	136
<b>Percentage of Career Executives Receiving a Bonus</b>	72%
<b>Average Bonus</b>	\$9,631

SES Pay Adjustments	
<b>Number of Executives Receiving a Pay Adjustment</b>	196
<b>Percentage of Executives Receiving a Pay Adjustment</b>	88%
<b>Average Pay Adjustment</b>	\$5,352