



United States Department of the Interior

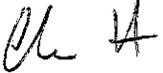
OFFICE OF THE SECRETARY
Washington, DC 20240



FEB 16 2011

Memorandum

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

From: Rhea S. Suh 
Assistant Secretary for Policy, Management and Budget

Subject: FY 2010 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 2010 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 or Grace Barnes-Hendricks, of the Executive Resources Division on 202-208-5590 or 202-208-6943.

Attachment

Ratings for Career, Non-Career and Limited Term SES

FY 2008			FY 2009			FY 2010		
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
244	80	32.7%	242	98	40%	243	124	51%

Career SES Ratings

FY 2008		FY 2009		FY 2010		
Career SES Rated	Percent at Highest Level	Career SES Rated	Percent at Highest Level	Career SES Rated	Percent at Highest Level	Change from FY 2009 to FY 2010
217	30.87	226	34.51	219	43	+8.49

Career SES Performance Awards

	FY 2008	FY 2009	FY 2010	Change from FY 2009 to FY 2010
Average award	\$12,792	\$8602	\$10,290	+\$1,688
Percentage of SES who received awards	75%	72%	76%	+4%