



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 
Deputy Assistant Secretary – Human Capital and Diversity

Subject: FY 2015 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 2015 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 2015 Senior Executive Service Performance-Based Pay System Results

% of Executives at the New Salary Cap (\$185,100)	21.83%
% of Executives with Salaries Above Executive Level III (\$170,400)	59.38%

Ratings for Career, Non Career and Limited Term SES				
Number of Executives Rated				229
Ratings Distribution				
Outstanding	Exceeds Fully Successful	Fully Successful	Minimally Satisfactory	Unsatisfactory
144	75	10	0	0
62.88%	32.75%	4.37%	0%	0%

SES Performance Bonuses		
Number of Career Executives Receiving a Bonus		141
Percentage of Career Executives Receiving a Bonus		61.57%
Average Bonus		\$10,137
5%	Between 5.1% and 7%	Above 7%
83	20	38
58.86%	14.18%	26.95%

SES Pay Adjustments		
Number of Executives Receiving a Pay Adjustment		195
Percentage of Executives Receiving a Pay Adjustment		73.85%
Average Pay Adjustment		\$5137
Up to 2%	Between 2% and 4%	Above 4%
69	74	52
35.38%	37.94%	26.67%