United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

MAR 3 1 2016

Memorandum

To: Solicitor
Assistant Secretaries and Equivalent Officers
Bureau Directors
SL/ST Employees by email

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

Subject: FY 2015 SL ST Performance-Based Pay System Results

The purpose of this memorandum is to provide you with the results of the Department's Senior Level and Senior Professional (SL/ST) 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 SL/ST 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 SL ST Performance-Based Pay System Results

% of Employees at the New Salary Cap ($185,100)	15.68%
% of Employees with Salaries Above Executive Level III ($170,400)	65.43%

Ratings for SL/ST				
Number of SL/ST Rated				81
Exceptional	Superior	Fully Successful	Minimally Successful	Unsatisfactory
44	32	5	0	0
54.32%	39.51%	6.17%	0%	0%

SL/ST Performance Awards		
Number of SL/ST Receiving an Award		39
Percentage of SL/ST Receiving an Award		48.14%
Average Award		$5,101
Up to $3000	Between $3000 and $7000	Above $7000
18	5	16
46.15%	12.82%	41.03%

SL/ST Pay Adjustments		
Number of SL/ST Receiving a Pay Adjustment		75
Percentage of SL/ST Receiving a Pay Adjustment		92.59%
Average Pay Adjustment		$7,950
Up to 2%	Between 2% and 6%	Above 6%
18	33	24
24.00%	44.00%	32.00%