



OFFICE OF THE DIRECTOR

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
WASHINGTON, DC 20415-0001

OCT 04 2005

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: LINDA M. SPRINGER  
DIRECTOR

A handwritten signature in blue ink, appearing to read "LMS", written over the printed name "LINDA M. SPRINGER".

Subject: FY 2004 SES Performance Ratings, Awards, and Salaries

Attached is our report on Senior Executive Service (SES) performance ratings, awards, and salaries for FY 2004. We have also included a summary of FY 2001, 2002, and 2003 ratings and awards for comparison purposes. The data for the SES members of agency Offices of the Inspector General is included in the overall agency numbers for 2004.

We have also included, for the very first time, data on SES salaries that is reflective of the transition to the new SES pay-for-performance system which took effect in 2004. As you know, an agency that has an SES appraisal system that makes meaningful distinctions in the performance ratings and pay of their SES members, as certified by the Office of Personnel Management (OPM) with concurrence from the Office of Management and Budget (OMB), has the authority to increase the base pay of its highest-performing SES members up to level II of the Executive Schedule. Thirty-three systems were granted such certification in 2004, of which thirty-two systems received certification on a provisional basis, and one system received full certification. We fully expect the results of the 2005 rating cycle to reflect continuing improvement in the management of SES performance.

Within the next few weeks we plan to request submission of FY 2005 agency data on SES and senior level (SL) and scientific and professional (ST) employees via email. At that time, forms and instructions necessary for the annual report will be provided to your staffs.

For additional guidance, Chief Human Capital Officers and Human Resources Directors should contact Mr. Hughes Turner, Deputy Associate Director, Center for Leadership and Executive Resources Policy, at (202) 606-1811 or Ms. Quasette Crowner of the same office at (202) 606-8046. Staff-level inquiries should be referred to the appropriate OPM Human Capital Officer.

4 Attachments

cc: President's Management Council  
Chief Human Capital Officers  
Human Resources Directors

**EXECUTIVE SUMMARY**  
**SES Performance Statistics FY 2004**

The enclosed data charts of selected agencies highlight SES performance ratings and awards for FY 2004:

- The percentage of career SES members rated at the highest level (either 3-level, 4-level or 5-level system) decreased from 74.5% in FY 2003 to 59.4% in FY 2004.
- The percentage of all SES members rated at the highest level in FY 2004 was 61.6%
- The percentage of eligible career SES members who received a performance award increased from 57.4% in FY 2003 to 58.2% in FY 2004.
- The average performance award paid increased from \$12,883 in FY 2003 to \$13,734 in FY 2004.
- The average rate of basic pay before adjustment was \$141,929; the average adjustment was \$5,202; and the average rate of basic pay after adjustment was \$147,131.

**EXECUTIVE SUMMARY**  
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- The percentage of all SES members rated at the highest level in FY 2004 was 61.6%
- The percentage of eligible career SES members who received a performance award increased from 57.4% in FY 2003 to 58.2% in FY 2004.
- The average performance award paid increased from \$12,883 in FY 2003 to \$13,734 in FY 2004.
- The average rate of basic pay before adjustment was \$141,929; the average adjustment was \$5,202; and the average rate of basic pay after adjustment was \$147,131.

**FY 2004 EXCELLENCE AND ACCOUNTABILITY**

**Career SES Performance**

**FY 2001- FY 2004 (selected agencies)**

AGENCY	FY 2001			FY 2002			FY 2003			FY 2004 <sup>1</sup>	
	Career SES Rated FY 2001	Pct at Highest Level	FY2001 Pct Change	Career SES Rated FY 2002	Pct at Highest Level	FY2002 Pct Change	Career SES Rated FY 2003	Pct at Highest Level	FY2003 Pct Change	Career SES Rated FY 2004	Pct at Highest Level
AGRICULTURE	278	36.0%	0.7%	296	34.5%	-1.5%	295	37.9%	3.4%	280	39.6%
AID	19	78.9%	-15.8%	19	42.1%	-36.8%	21	38.1%	-4.0%	17	52.9%
COMMERCE	259	79.9%	-8.2%	215	80.5%	0.6%	250	80.4%	-0.1%	263	49.0%
DEFENSE <sup>2</sup>	1,134	98.9%	-0.1%	1,002	96.5%	-2.4%	1,038	96.0%	-0.5%	1,049	99.5%
EDUCATION <sup>2</sup>	60	100.0%	0.0%	63	100.0%	0.0%	54	98.1%	-1.9%	60	98.3%
ENERGY	386	99.0%	-1.0%	343	18.4%	-80.6%	336	38.3%	19.9%	347	41.8%
EPA	235	84.7%	-0.7%	242	68.6%	-16.1%	255	64.3%	-4.3%	264	59.8%
GSA	77	92.2%	-3.7%	76	52.5%	-39.7%	75	54.6%	2.1%	75	25.3%
HHS	357	90.8%	0.6%	342	99.1%	8.3%	331	99.7%	0.6%	307	51.8%
HOMELAND SECURITY <sup>2,3</sup>	--	--	--	--	--	--	--	--	--	204	83.3%
HUD	68	98.5%	-1.5%	64	100.0%	1.5%	69	100.0%	0.0%	69	40.6%
INTERIOR	185	100.0%	0.0%	185	99.5%	-0.5%	190	100.0%	0.5%	219	21.5%
JUSTICE	295	91.2%	-0.1%	258	87.6%	-3.6%	263	84.7%	-2.9%	523	60.4%
LABOR	129	60.5%	-8.2%	124	48.4%	-12.1%	129	32.5%	-15.9%	141	34.8%
NASA	378	75.9%	2.7%	358	75.7%	-0.2%	384	75.5%	-0.2%	401	76.1%
NRC	136	100.0%	0.0%	140	98.6%	-1.4%	137	100.0%	1.4%	150	9.3%
OMB	46	19.5%	-68.6%	53	24.5%	5.0%	57	31.5%	7.0%	55	34.5%
OPM	27	37.0%	-53.0%	22	45.5%	8.5%	29	31.0%	-14.5%	42	50.0%
SBA	33	81.8%	2.5%	34	50.0%	-31.8%	31	45.1%	-4.9%	30	70.0%
SSA	114	100.0%	0.0%	116	100.0%	0.0%	112	41.0%	-59.0%	133	54.9%
STATE	91	100.0%	0.0%	111	99.1%	-0.9%	109	98.1%	-1.0%	125	93.6%
TRANS	193	99.5%	0.1%	175	100.0%	0.5%	161	100.0%	0.0%	180	31.7%
TREASURY	532	62.8%	-3.2%	533	59.1%	-3.7%	369	52.0%	-7.1%	386	40.9%
VA	269	56.1%	0.2%	270	57.0%	0.9%	261	67.4%	10.4%	262	64.5%
All Others	597	82.7%	-5.5%	557	75.5%	-7.2%	503	86.4%	10.9%	266	55.6%
<b>GOVERNMENTWIDE</b>	<b>5927</b>	<b>83.7%</b>	<b>-1.8%</b>	<b>5,626</b>	<b>74.6%</b>	<b>-9.1%</b>	<b>5483</b>	<b>74.5%</b>	<b>-0.1%</b>	<b>5848</b>	<b>59.4%</b>

1. Agency Offices of the Inspector General SES members data included. In the past, data on SES members in Agency Offices of the Inspector General were not included; therefore, percentage comparisons to previous years are not appropriate.

2. Denotes non-certified agency based on certification status of appraisal system for calendar year 2004.

3. This was the first year of data for Department of Homeland Security.

**FY 2004 EXCELLENCE AND ACCOUNTABILITY**

**Career SES Awards**

**FY 2001 - FY 2004**

AGENCY	FY 2001			FY 2002			FY 2003			FY 2004 <sup>1</sup>	
	Average Award FY2001	Pct Received Awards	Pct Change FY2001	Average Award FY2002	Pct Received Awards	Pct Change FY2002	Average Award FY2003	Pct Received Awards	Pct Change FY2003	Average Award FY2004	Pct Received Awards
AGRICULTURE	\$11,149	62.6%	1.3%	\$11,153	70.6%	8.0%	\$12,491	80.6%	10.0%	\$15,861	81.4%
AID	\$8,485	47.4%	0.0%	\$7,442	42.1%	-5.3%	\$7,257	33.3%	-8.8%	\$8,889	52.9%
COMMERCE	\$10,988	66.4%	-12.9%	\$10,616	82.8%	16.4%	\$10,570	71.5%	-11.3%	\$12,299	77.9%
DEFENSE <sup>2</sup>	\$16,665	53.8%	-0.5%	\$15,732	20.5%	-33.3%	\$16,418	56.1%	35.6%	\$16,958	43.4%
EDUCATION <sup>2</sup>	\$11,855	66.7%	-5.9%	\$10,302	60.3%	-6.4%	\$9,658	64.1%	3.8%	\$10,325	67.8%
ENERGY	\$7,730	39.0%	14.9%	\$9,793	41.4%	2.4%	\$10,004	54.9%	13.5%	\$8,863	64.0%
EPA	\$9,777	34.9%	1.0%	\$15,518	38.6%	3.7%	\$10,889	65.9%	27.3%	\$11,797	50.4%
GSA	\$12,455	79.2%	3.5%	\$12,003	94.7%	15.5%	\$12,003	93.2%	-1.5%	\$12,705	97.3%
HHS	\$10,348	34.5%	-23.2%	\$10,307	37.1%	2.6%	\$12,059	25.8%	-11.3%	\$12,536	70.2%
HOMELAND SECURITY <sup>2, 3</sup>	--	--	--	--	--	--	--	--	--	\$16,424	46.6%
HUD	\$8,542	53.7%	-41.7%	\$8,515	51.6%	-2.1%	\$8,947	68.1%	16.5%	\$8,092	60.9%
INTERIOR	\$8,669	21.1%	-2.0%	\$10,243	32.6%	11.5%	\$9,811	31.6%	-1.0%	\$13,017	30.1%
JUSTICE	\$10,454	40.3%	-0.1%	\$9,991	42.2%	1.9%	\$11,892	45.6%	3.4%	\$11,858	56.5%
LABOR	\$11,741	81.4%	14.2%	\$10,918	93.5%	12.1%	\$11,594	90.6%	-2.9%	\$11,999	89.4%
NASA	\$10,781	38.5%	0.7%	\$12,084	40.7%	2.2%	\$13,259	51.9%	11.2%	\$17,483	42.6%
NRC	\$13,919	81.6%	7.9%	\$14,699	78.6%	-3.0%	\$14,288	75.9%	-2.7%	\$16,946	62.0%
OMB	\$11,664	54.0%	-8.7%	\$12,500	41.5%	-12.5%	\$11,957	40.3%	-1.2%	\$10,100	48.3%
OPM	\$13,695	85.2%	-1.5%	\$13,266	90.9%	5.7%	\$14,288	58.6%	-32.3%	\$15,044	69.0%
SBA	\$13,138	87.9%	8.6%	\$15,000	82.4%	-5.5%	\$15,228	83.9%	1.5%	\$9,518	100.0%
SSA	\$9,000	38.6%	3.8%	\$12,604	39.7%	1.1%	\$13,400	48.2%	8.5%	\$14,419	63.2%
STATE	\$10,938	44.0%	0.8%	\$11,026	35.1%	-8.9%	\$12,668	38.5%	3.4%	\$11,037	32.8%
TRANS	\$9,409	44.8%	-4.0%	\$10,541	45.7%	0.9%	\$13,381	56.9%	11.2%	\$10,790	51.4%
TREASURY	\$13,919	54.9%	2.3%	\$15,114	54.8%	-0.1%	\$14,813	50.1%	-4.7%	\$15,607	64.4%
VA	\$14,012	70.4%	12.6%	\$8,120	74.6%	4.2%	\$14,152	75.9%	1.3%	\$16,287	89.3%
All Others	\$10,258	60.2%	5.4%	\$12,444	70.6%	10.4%	\$12,800	60.9%	9.7%	\$12,360	56.4%
<b>GOVERNMENTWIDE</b>	<b>\$12,324</b>	<b>51.9%</b>	<b>-1.4%</b>	<b>\$12,444</b>	<b>49.2%</b>	<b>-2.7%</b>	<b>\$12,883</b>	<b>57.4%</b>	<b>8.2%</b>	<b>\$13,734</b>	<b>58.2%</b>

1. Agency Offices of the Inspector General SES members data included. In the past, data on SES members in Agency Offices of the Inspector General were not included; therefore, percentage comparisons to previous years are not appropriate.

2. Denotes non-certified agency based on certification status of appraisal system for calendar year 2004.

3. This was the first year of data for Department of Homeland Security.

**FY 2004 EXCELLENCE AND ACCOUNTABILITY**  
**Compensation for Career, Non-Career and Limited Term SES Employees <sup>1</sup>**

Agency	Average Rate of Basic Pay Before Adjustment	Average <sup>2</sup> Adjustment	Average Adjustment as Percent of Basic Pay Before Adjustment	Average Rate of Basic Pay After Adjustment
AGRICULTURE	\$142,405	\$9,564	6.7%	\$151,969
AID	\$141,577	\$3,325	2.3%	\$144,902
COMMERCE	\$141,494	\$4,569	3.2%	\$146,063
DEFENSE <sup>3</sup>	\$142,565	\$1,059	0.7%	\$143,624
EDUCATION <sup>3</sup>	\$141,448	\$2,733	1.9%	\$144,181
ENERGY	\$142,974	\$6,086	4.3%	\$149,060
EPA	\$142,577	\$7,358	5.2%	\$149,935
GSA	\$141,078	\$6,506	4.6%	\$147,584
HHS	\$140,507	\$5,594	4.0%	\$146,101
HOMELAND SECURITY <sup>3,4</sup>	--	--	--	--
HUD	\$140,507	\$5,311	3.8%	\$145,818
INTERIOR	\$139,917	\$6,822	4.9%	\$146,739
JUSTICE	\$142,679	\$5,156	3.6%	\$147,835
LABOR	\$140,587	\$7,158	5.1%	\$147,745
NASA	\$140,881	\$4,797	3.4%	\$145,678
NRC	\$143,591	\$5,713	4.0%	\$149,304
OMB	\$140,344	\$2,355	1.7%	\$142,699
OPM	\$141,507	\$6,791	4.8%	\$148,298
SBA	\$141,909	\$10,486	7.4%	\$152,395
SSA	\$140,822	\$6,279	4.5%	\$147,101
STATE	\$142,556	\$4,218	3.0%	\$146,774
TRANS	\$142,034	\$5,953	4.2%	\$147,987
TREASURY	\$140,471	\$5,687	4.0%	\$146,158
VA	\$142,942	\$7,887	5.5%	\$150,829
ALL OTHERS	\$143,512	\$6,315	4.4%	\$149,827
<b>GOVERNMENTWIDE</b>	<b>\$141,929</b>	<b>\$5,202</b>	<b>3.7%</b>	<b>\$147,131</b>

1. Agency Offices of the Inspector General SES members data included.
2. Average adjustment is based on all rated SES, not all SES received adjustments.
3. Denotes non-certified agency based on certification status of appraisal system for calendar year 2004.
4. Department of Homeland Security salary data was unavailable at the time this report was prepared.

**FY 2004 EXCELLENCE AND ACCOUNTABILITY**  
**Ratings for Career, Non-Career and Limited Term SES Employees <sup>1</sup>**

<b>AGENCY</b>	<b>SES Rated</b>	<b>Rated at Highest Level</b>	<b>Pct at Highest Level</b>
AGRICULTURE	316	138	43.6%
AID	17	9	52.9%
COMMERCE	302	147	48.6%
DEFENSE <sup>2</sup>	1120	1110	99.1%
EDUCATION <sup>2</sup>	75	74	98.6%
ENERGY	390	173	44.4%
EPA	281	172	61.2%
GSA	96	27	28.1%
HHS	357	184	51.5%
HOMELAND SECURITY <sup>2</sup>	263	224	85.2%
HUD	85	38	44.7%
INTERIOR	249	54	21.7%
JUSTICE	570	355	62.3%
LABOR	173	77	44.5%
NASA	410	312	76.1%
NRC	150	14	9.3%
OMB	66	22	33.3%
OPM	55	26	47.3%
SBA	44	31	70.4%
SSA	142	80	56.4%
STATE	156	134	85.9%
TRANS	201	67	33.4%
TREASURY	413	182	44.0%
VA	272	175	64.3%
ALL OTHERS	287	176	61.2%
<b>GOVERNMENTWIDE</b>	<b>6490</b>	<b>4000</b>	<b>61.6%</b>

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