

Only Here
will you define
the future of energy.



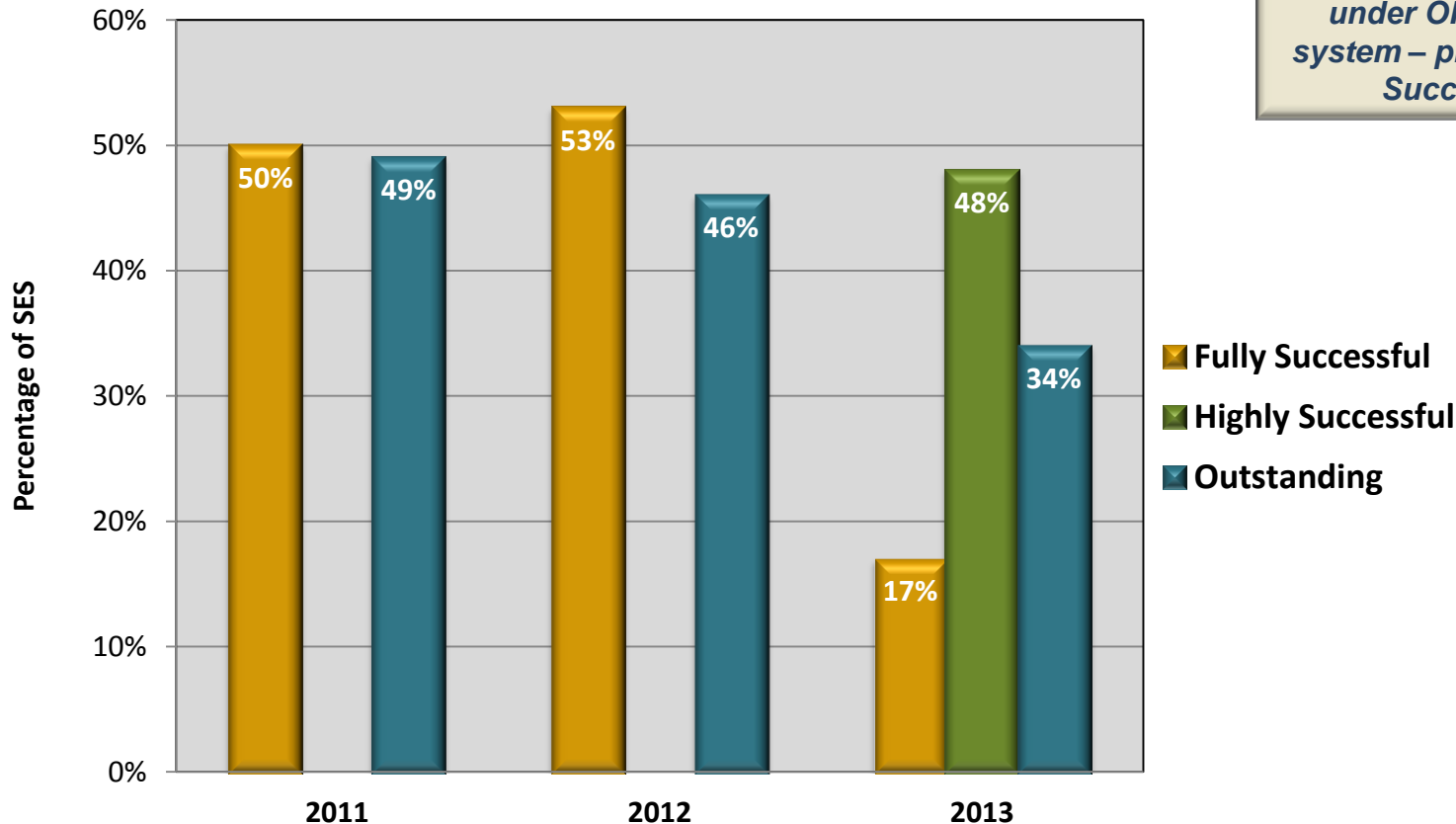
FY 2013 Senior Executive Service (SES) Performance Cycle Results

**HC-40
February 2014**

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Historical Performance Ratings Distribution

**All SES (Career, Non-Career and Limited Term) Ratings Distribution
FY 11 – FY 13**



FY 13 is the first year operating under OPM's 5 level rating system – previously no "Highly Successful" Rating

May not add to 100% due to not including Minimally Satisfactory or below ratings

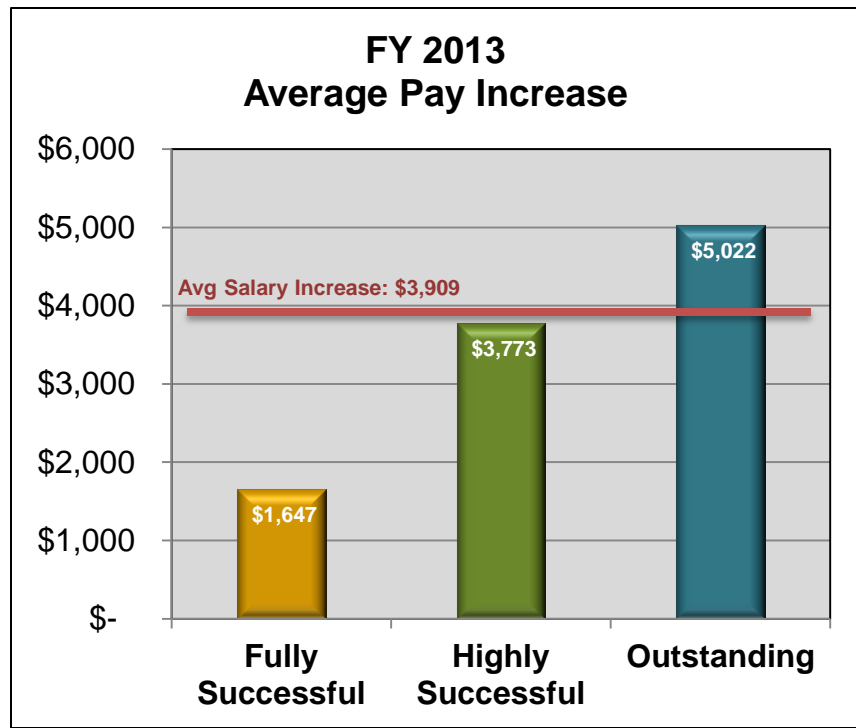
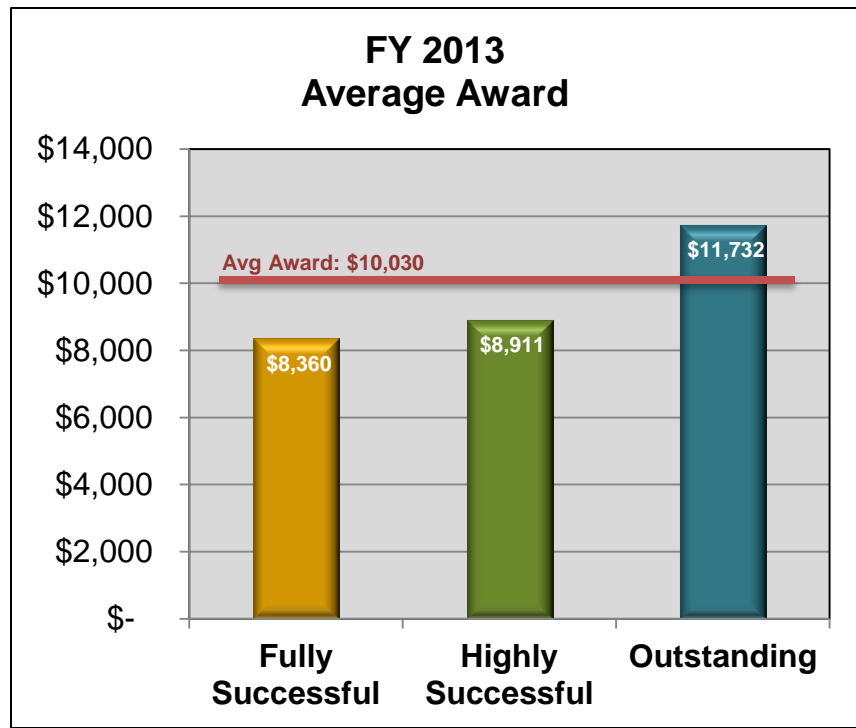
- **Greater flexibility and discretion provided to Rating and Reviewing Officials for award and pay increases**
 - Required to ensure meaningful distinctions were made and rewards were commensurate with level of performance
 - Prior years, prescriptive awards amounts set based on rating level
- **Award pool funding set at 4.5% of career SES salaries in each organization (as of September 30, 2013)**
 - Only career SES members are eligible for awards
 - 5% minimum bonus amount required by law
 - 12 month DOE tenure required for award eligibility

- **Performance-based pay increases were allowed for the following eligible members of SES population in DOE:**
 - All career and limited term SES members
 - Non-career SES members paid at or below EX-IV
- **Maximum pay increase percentage for each rating level**
 - 6 month DOE tenure required for eligibility; *and*
 - No prior pay adjustment in past 12 months (e.g.: initial appointment, reassignment, transfer, etc.)

Rating	Maximum Salary Increase Percentage	Award Bonus Percentage
Outstanding	0% - 5%	0% or 5%-8%
Highly Successful	0% - 3%	0% or 5%-8%
Fully Successful	0% - 1%	0% or 5%-8%
Minimally Satisfactory	0%	0%
Unsatisfactory	0%	0%

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FY 2013 Average Award and Pay Increase by Rating Level



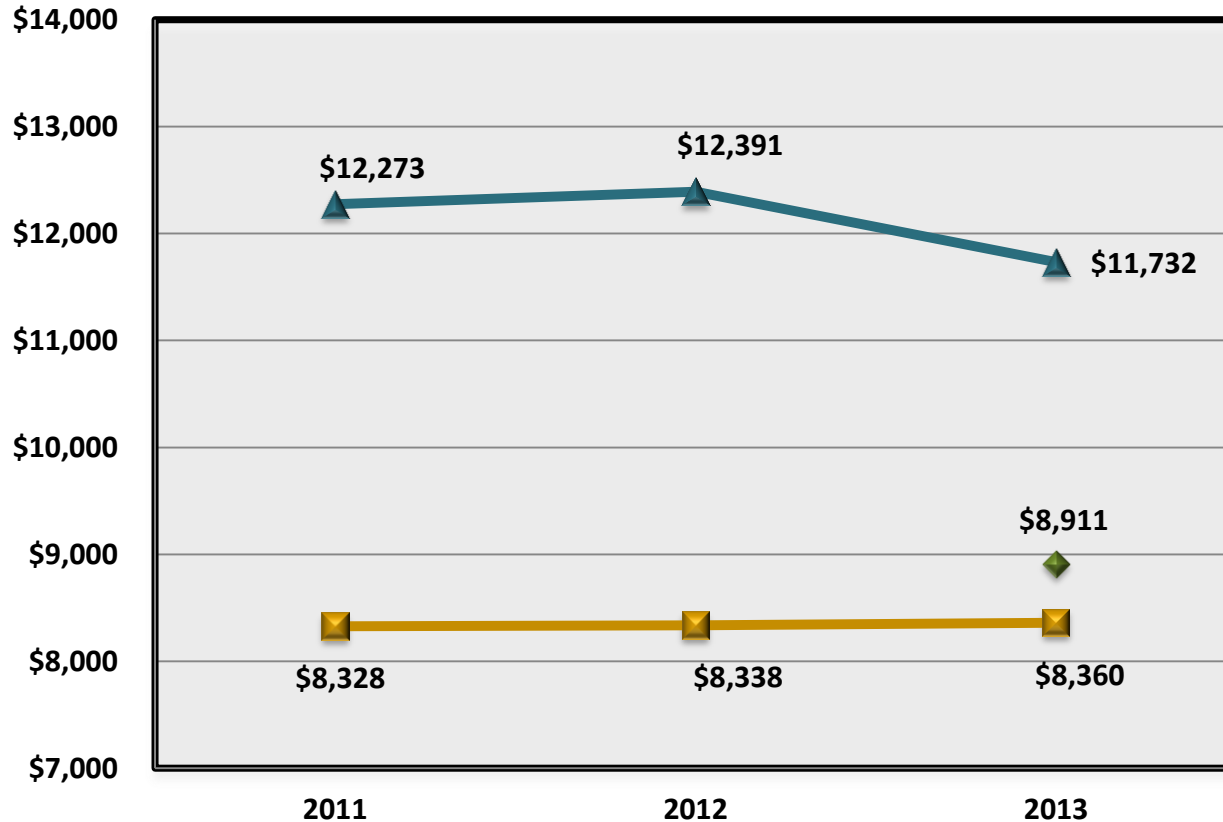
77% of rated career SES members received an award

83% of rated SES members received a pay increase

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Historical Performance Awards by Rating Level

**Historical Award Distribution
FY 11 – FY 13**



*First year operating
under a 5 level rating
system – previously
no “Highly
Successful” rating*

- ▲ Outstanding
- ◆ Highly Successful
- Fully Successful

No historical pay increase data available – operating under a pay freeze since 2010