



Department of Energy

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MEMORANDUM FOR MEMBERS OF THE SENIOR EXECUTIVE SERVICE

FROM: ROBERT C. GIBBS
CHIEF HUMAN CAPITAL OFFICER *Robert Gibbs*

SUBJECT: FINAL RESULTS OF THE FY 2013 SENIOR EXECUTIVE SERVICE (SES) PERFORMANCE MANAGEMENT CYCLE

This memorandum is to inform the SES members of the final aggregate results of the FY 2013 SES performance management cycle. This was the first year the Department of Energy operated under the new government-wide performance management system, which continues to evaluate performance based on the Executive Core Qualifications but uses a five-level rating structure. As a Department, it was a successful inaugural year in which we raised the standard for measuring performance at the executive level, assessed performance fairly and ensured the ratings were based upon individual results linked to achieving organizational objectives.

While executives were previously eligible for performance awards, this was also the first year since 2010 that executives were eligible for performance-based pay. The Deputy Secretary approved the recommendations from the Performance Review Board (PRB). The ratings, pay increases and awards were effective on January 12, 2014.

Aggregate results data from this past performance cycle is attached. Overall, the data indicates that we continue to make meaningful distinctions in performance and ensure that those who achieved extraordinary results during the performance cycle received the highest performance scores with commensurate rewards.

As we establish performance requirements for the FY 2014 executive performance management cycle, it is essential that we continue to establish challenging executive level performance requirements. We must not only ensure performance requirements are specific and measurable but also can distinguish between average and exceptional performance.

Thank you for your commitment and support during this past performance cycle to ensure its success. DOE remains committed to ensuring our executive performance culture continues to recognize and reward executives who make the most significant contributions to our mission and exemplify outstanding results. We captured valuable lessons learned during this year's PRB process and I look forward to working with you toward continued improvement in our executive performance management process.

Attachment

