

IPMA - NAPA
SES Compensation and Performance Management: A Survey of Current Thinking
Summary from 17 Respondents

Department/Agency _____ (Optional for confidentiality)
Respondent agencies included Army, CFTC, DISA, DoD, FCC, GSA, HHS, NIH, SSA, State, and Treasury.

Number of senior executives _____ Number of senior professionals _____
Responses ranged from as many as 1350 senior executives in all of DOD and its components to as few as 32 in a small independent agency. The number of senior professionals ranged from 1 to 72.

Do you plan to submit the current SES appraisal system for certification with little or no change?
YES _____ NO _____

Of the respondents, 8 reported Yes and 6 reported No.

Comments included: - Yes, with some modifications.

- Re: entire survey, appraisal system is being developed at OSD (DoD) and has not been shared with [the press and] DoD agencies.

If YES, how confident are you that it will be certified?

Certain _____ 80+% _____ Uncertain _____

Four respondents reported they were certain their systems would be certified, 3 reported that they were over 80% confident that their systems would be certified, and 1 was uncertain about certification.

If NO, _____ We have already initiated changes in the way we handle senior appraisals.

_____ We are about to begin the work to rethink the system.

One respondent reported that his organization has already initiated changes in the way they handle senior appraisals, and 4 responded that their organizations are about to begin the work to rethink the system.

Which of the criteria will be the biggest hurdle(s) and possibly require changes? *Check up to 3.*

_____ Alignment	_____ Agency/ program assessment
_____ Consultation	_____ Evaluation guidelines
_____ Results	_____ Accountability
_____ Balance	_____ Performance differentiation
_____ Oversight by SPO	_____ Pay differentiation

Pay differentiation received the most responses with 9 votes, Performance differentiation received 7 responses, Agency/program assessment received 5 responses, and Results, Oversight by SPO, and Evaluation guidelines all received 4 responses each. Alignment received 3 responses, Accountability received 1 response, and neither Consultation nor Balance received any responses.

Comments included: - Consistency

- Agency/program assessment] for non-program offices (support/manager offices).

Do you plan to use the same appraisal system for all “senior employees”?

YES ____ NO ____ Uncertain ____

Four respondents reported Yes, 3 reported No, and 7 responded that they are Uncertain.

Comments included: - Eventually

- **Probably needs some changes to system that covers senior leadership.**

If NO, will you have different systems in different components of the organization?

YES ____ NO ____ Uncertain ____

One respondent replied Yes, 1 replied No, and 2 replied Uncertain.

If NO, will you have a different system for senior professionals?

YES ____ NO ____ Uncertain ____

Two respondent replied Yes, 0 replied No, and 2 replied Uncertain.

Have you named or identified the Senior Performance Official (SPO)?

YES ____ NO ____

Of the respondents, 3 replied Yes, and 10 replied No.

Comments included: - This is difficult as it's a shared responsibility

- **Have discussed but not decided**

What is the individual's position title currently?

Responses included - Deputy Secretary

- **Likely our Deputy Administrator with Chief Procurement Officer, CFO, Associate Administrator for Performance Improvement input and support.**
- **Commissioner of Social Security.**

Have you developed new policies and procedures for managing –

Performance ratings? YES ____ NO ____

Four respondents reported Yes, and 7 reported No.

Comments included: - In process of redesign.

- **Current program was reviewed a couple of years ago.**

Salaries? YES ____ NO ____

Three respondents reported Yes, and 8 reported No.

Comments included - Yes, draft/interim.

- **In process of redesign.**
- **Need revision.**
- **Interim Policies only.**

Performance awards? YES ____ NO ____

Three respondents reported Yes, and 8 reported No.

Comments included - In process of redesign.

- **Will be developing.**
- **Need revision.**
- **Interim Policies only.**