



United States Department of Agriculture

Departmental
Management

Office of the
Assistant Secretary
for Administration

Office of Human
Resources
Management

1400 Independence
Avenue, SW
Washington, DC
20250

TO: Employees in the Senior Executive Service (SES), Senior Level and Scientific or Professional (SL/ST), and Senior Science and Technology Service (SSTS)

FROM: Patty Moore, Director 
Executive Resources Management Division

FEB 06 2017

SUBJECT: 2017 Performance Based Pay Adjustments

All performance-based pay adjustments have been processed in accordance with the Secretary's approval of the Performance Review Board's recommendations based on Fiscal Year 2016 performance ratings. The pay adjustments were effective January 08, 2017. Your rating official should inform you of the final rating, award and/or pay adjustments. The final appraisals have been signed and will be uploaded to your electronic official personnel file (eOPF). You will be notified via email when this is completed.

2017 rates of basic pay

The President's Executive Order dated December 27, 2016, authorized a 1 percent increase for statutory pay systems. The 2017 SES and SL/ST minimum rate is \$124,406, and for SES and SL/ST employees covered under certified appraisal systems, the maximum rate is \$187,000 (Executive Level II). Since USDA's SES and SL/ST appraisal systems are fully certified, we may provide pay increases up to the maximum rate. If any SES or SL/ST employee's pay is less than the minimum rate, they must receive a pay increase of 1 percent in January 2017. The 2017 SSTS minimum rate is \$103,672 (GS-15/1) and shall not exceed the maximum rate of \$207,800 (Executive Level I).

The Consolidated Appropriations Act, 2016, dated December 18, 2015, continues to freeze pay rates for the Vice President and certain senior political appointees at 2013 levels during calendar year 2017, including noncareer SES paid at or above the officially established rate for EX-IV, \$161,900 for 2017. This freeze also applies to limited term or limited emergency SES or SL employees serving under a political appointment. The freeze does not apply to noncareer SES and other political appointees who are paid below the officially established rate for EX-IV. A pay increase for noncareer SES is based on their FY 2016 performance rating and also requires White House approval.

2017 USDA SES salary table

On December 21, 2016, the Secretary's Executive Resources Board approved a change to the SES pay and compensation policy which permits SES salaries to be set at a minimum of one dollar above the GS-15, step 10, for the locality pay area of GS salaries. This change was adopted to comply with the SES Reform which requires agencies to implement policies "for career SES appointees to result in compensation exceeding rates of pay, including locality pay, of their subordinate GS employees." In addition, the pay levels are being revised to a three-way split between the position levels. Attached is the USDA SES salary table that was effective January 8, 2017. It will be posted on the ERMD website at

<https://www.dm.usda.gov/employ/exec/index.htm>. Please note the position levels are used for initial pay setting and pay adjustments related to SES appointments. We will be issuing a Departmental Notice to reflect this change in USDA's SES pay policy.

Please contact me at 202-720-8629 or Patty.Moore@dm.usda.gov, if you have questions regarding this memorandum. For questions about individual SES, SL/ST, or SSTS performance-based pay adjustments, employees should contact their supervisor or Kimm Hobbs, Senior Human Resources Specialist, at 202-690-3238 or Kimm.Hobbs@dm.usda.gov.

Attachment

cc: Mission Area Human Resources Directors
Deputy Administrators for Management

USDA Senior Executive Service Salary Table – 2017
Effective January 8, 2017

USDA SES Pay Structure	Minimum	Maximum**
Position Level 3	\$176,360	\$187,000
Position Level 2	\$165,716	\$176,359
Position Level 1	*	\$165,715

*For new SES appointments, pay will be set at a minimum of \$1 above the GS-15, step 10, in the locality pay area of GS salaries, but cannot exceed the maximum of the position level.

**This dollar amount reflects USDA's SES appraisal system as certified. If uncertified, the SES range will be limited to EX-III, currently \$172,100.