



# ***2013 Executive Performance Assessment Results***

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- **First year new government wide system**
  - **All executives rated against the five core competencies**
  - **Performance plans, tied to written goals and objectives, were a little uneven across groups**
  - **Overall, DoD scores showed conformity with previous years**
    - **2007 -- 41% of Executives rated “5”**
    - **2013 -- 26% of Executives rated “5”**
  - **Due to pay pool funding limitations, payout was very restricted – in some pay pools, not every “5” received a payout**



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- Overall, new system led to some increase in rework as supervisors learned how to apply the five level rating criteria
- Overall, the PRB noticed more subjective narrative assessments and less quantitative results than previous years
  - Harder to differentiate rating levels against subjective appraisals
- Success seemed to come from early interaction between panel chairman and pay pool manager
- As in previous years, I recommend SES members participate in the performance review board – you get good insight into how to write effective appraisals