Fiscal Year 2026 End-of-Year Performance Management
Fact Sheet of Parameters for Senior Executive Service (SES) and Senior Professionals (SP)

Covered Employees

Included are employees in career Senior Executive Service (SES) and Senior Professional (SP) employees who served in a covered position for at least 90 days.

Changes for FY 2026

- Ratings Caps: The U.S. Office of Personnel Management sets a government-wide cap on the combined percentage of Level 4 and Level 5 ratings for SES, SP, and GS populations. This cap is a ceiling, not a target.
- Transparency: Bureaus must provide transparency in the end-of-year process, including sharing pay adjustments, awards ranges, and ratings distribution targets with all rated employees.

Ratings Distribution

The Department's required distribution sets forty percent for *Outstanding* and *Great* levels, and sixty percent for *Satisfactory* level and below.

Awards Distribution Considerations

FY 2026 Awards Distributions:

Level	SES	SP	SP - Schedule P/C
Outstanding – Level 5	10.1 – 20 %	10.1 – 20 %	10.6 – 20 %
Great – Level 4	8.1 – 10 %	8.1 – 10 %	8.6 – 10.5 %
Satisfactory – Level 3*	0 or 5 – 8 %	0 – 8 %	0.5 - 8.5 %

*If awards are provided for Level 3 performance, the minimum remains at 5% for SES. There is no minimum requirement for SP.

FY 2026 Pay Adjustments for SES and SP Employees:

Level	SES/SP
Outstanding – Level 5	10 – 15 %
Great – Level 4	6 – 10 %
Satisfactory – Level 3	1 – 5%

Bonus Pool Distribution

Sixty percent of the available bonus pool is allocated to those receiving *Outstanding* and *Great* levels. The remaining forty percent is reserved for those receiving *Satisfactory* rating.

October 16, 2026