

**Exhibit 3**

**SENIOR EXECUTIVE SERVICE SCHEDULE (SES)**

**2017**

**Pay Range  
Per Annum Rates**

	<b>Minimum</b>	<b>Maximum</b>
<b>Agencies with a Certified SES Performance Appraisal System*</b>	<b>\$124,406</b>	<b>\$187,000</b>

The SES pay rate is basic pay for all pay computation purposes. Locality adjustments do not apply.

\* SES Performance Appraisal System certification valid through September 9, 2017.