



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

April 3, 2008

**MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS**

FROM: Linda M. Springer,  
Director

SUBJECT: 2008 Federal Human Capital Survey

In 2008, the Office of Personnel Management (OPM) will again administer the Federal Human Capital Survey (FHCS). This is the fourth time OPM will conduct the survey, which was first conducted in 2002, and then again in 2004 and 2006. For the 2006 administration, more than 220,000 full-time Government employees responded providing crucial feedback to guide human capital management strategies and provide human capital metrics within the Human Capital Assessment and Accountability Framework. It is anticipated the 2008 FHCS survey will be conducted in August and September and Government-wide results will be made available in January 2009.

Results from this year's PRCS will also meet the data gathering requirement for all executive agencies to conduct an annual employee survey (Public Law 109-136: H.R. 1588 sec. 1128). Your agencies will be given the results no later than January so you may then make the information available to the general public after adding an evaluation of the results. In order to ensure timely feedback and efficient administration, we will be limiting agency options for paper surveys, census arrangements, and added questions.

We will discuss more survey details at a kick-off meeting with agency representatives at the end of April to begin planning the 2008 survey process. We are asking you to provide the name and contact information for one person from your department/agency to coordinate this year's PRCS by April 18. Please send this information and address any questions to Craig Simons by email, [Craig.Simons@opm.gov](mailto:Craig.Simons@opm.gov), or by telephone (202) 606-1486 or to Eugene Pangalos, [Eugene.Pangalos@opm.gov](mailto:Eugene.Pangalos@opm.gov), (202) 606-8126.

cc: Human Resources Directors