



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

Office of the  
Director

January 31, 2005

**MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS**

FROM: KAY COLES JAMES,  
DIRECTOR

SUBJECT: Estimated Fiscal Year 2005 and 2006 Requirements for Presidential  
Management Fellows and Senior Fellows

As you know, Executive Order 13318, signed November 21, 2003, modernized the Presidential Management Fellows (PMF) program. Among other things, it added a new Senior Fellows component to the program, eliminated rigid limitations on the number of new PMFs (Fellows and Senior Fellows), and charged the Office of Personnel Management (OPM) Director with determining the maximum number of Fellows and Senior Fellows that may be appointed during any given fiscal year.

Proposed regulations implementing the Executive order specified that annual Fellows and Senior Fellows limits would be based on estimates from agencies represented on the Chief Human Capital Officers Council (CHCO Council), as well as from other non-Council agencies interested in utilizing this premier leadership development program. A copy of the proposed regulations is available for your review on the OPM website at [opm.gov/fedregis/2004/69-012704-3958-a.pdf](http://opm.gov/fedregis/2004/69-012704-3958-a.pdf). In anticipation of the issuance of final regulations implementing that approach, we request your hiring estimates for Fellows and Senior Fellows for fiscal year 2005, as well as preliminary planning estimates for fiscal year 2006.

Please forward your Fellows/Senior fellows hiring estimates to Mr. Hughes Turner, Deputy Associate Director for Leadership and Executive Resources Policy, at [hughes.turner@opm.gov](mailto:hughes.turner@opm.gov) or via fax to (202) 606-1637, **no later than February 25, 2005**. These estimates will be discussed at the March 8, 2005, CHCO Council meeting, with a final decision on fiscal year 2005 program requirements issued as soon as possible thereafter. Please note that the process for recruiting, assessing, and appointing fiscal year 2005 Fellows begins in mid-March. After publication of the final implementing regulations, we will determine the schedule for the first class of Senior Fellows based on your input.

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