



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Wednesday, June 15, 2016

MEMORANDUM FOR: CHIEF HUMAN CAPITAL OFFICERS AND HUMAN RESOURCES DIRECTORS

FROM: BETH F. COBERT, ACTING DIRECTOR

Subject: Release of the 2016 Governmentwide SES Exit Survey Report

OPM is pleased to announce the release of the U.S. Office of Personnel Management's (OPM) 2016 Governmentwide Senior Executive Service (SES) Exit Survey Report. OPM, in partnership with the Senior Executive Association, the Partnership for Public Service, agency representatives, and current SES members, designed the SES Exit Survey to capture valuable information regarding the circumstances under which executives leave the Federal Government. The survey offers an opportunity for executives to provide candid feedback about their work experience. This web-based survey was hosted by OPM, and was developed to be administered to all departing SES members.

The information in the report compares 2015 results with 2016 results and will be used to support agency and Governmentwide recruitment, engagement, retention, and succession planning efforts for current and future executives. With many SES members eligible for retirement in the near future, it is imperative for agencies to understand what they can do to engage and retain executives, while mitigating factors that cause executives to leave the Federal Government.

OPM will continue to administer the SES exit survey and provide an annual report of the results. If you have any questions about the report, please contact Cassandra Brennand by e-mail at Cassandra.Brennand@opm.gov.

cc: Deputy Chief Human Capital Officers, and Chief Learning Officers