



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Friday, May 25, 2012

**MEMORANDUM FOR: Chief Human Capital Officers**

FROM: Stephen T. Shih  
Deputy Associate Director  
Executive Resources and Employee Development

Subject: Report on Fiscal Year 2011 Senior Executive Service Survey

The attached report provides the results of U.S. Office of Personnel Management's (OPM) survey of all Senior Executive Service (SES) members during August and September, 2011, and focuses on the career development, recruitment, and performance management of SES members. The report provides Governmentwide response data by question, as well as response data by agency and comparison data with the 2008 SES survey data. Links to both the 2008 and the 2011 SES survey reports can be found at <https://www.opm.gov/policy-data-oversight/senior-executive-service/facts-figures/>.

If you have questions regarding this report, please contact Karen Lebing, Manager, Performance Management Implementation, by telephone at (202) 606-1633, or by email at [karen.lebing@opm.gov](mailto:karen.lebing@opm.gov).

Attachment

Cc: ~~Human Resources Directors~~