



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Thursday, December 1, 2011

MEMORANDUM FOR: Heads Of Executive Departments And Agencies

FROM: John Berry, Director

Subject: Report on Senior Executive Pay and Performance Appraisal System for Fiscal Year 2010

The attached annual report is issued to provide data on ratings, pay, and awards for the seventh year of the pay and performance appraisal system for Federal executives in the Senior Executive Service (SES). If you have questions regarding this report or SES pay and performance appraisal in general, please contact Karen Lebing, Manager, Performance Management Implementation, by telephone at (202) 606-1633.

Attachment-Report on Senior Executive Pay and Performance Appraisal System for Fiscal Year 2010

Cc: President's Management Council
Chief Human Capital Officers
Human Resources Directors