



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Tuesday, September 22, 2009

**MEMORANDUM FOR: Heads Of Executive Departments And Agencies**

FROM: John Berry, Director

Subject: Report on Senior Executive Pay and Performance Appraisal System

This report includes the ratings, pay, and awards data for the fifth year of the pay and performance appraisal system for Federal executives in the Senior Executive Service (SES).

We expect agencies to continue to improve and refine their executive pay and performance appraisal systems. My staff would be glad to assist you with any design or implementation issues that may arise. If you have questions regarding this report or SES pay and performance appraisal in general, please contact the Excellence in Performance Management Implementation Group at 202-606-1633.

[Attachment](#)

Cc: President's Management Council

Chief Human Capital Officers

Human Resources Directors