



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Tuesday, July 22, 2008

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

FROM: Linda M. Springer, Director

Subject: Report on Senior Executive Service Pay for Performance for Fiscal Year 2007

This report includes the rating, pay, and awards data for the fourth year of pay for performance for Federal executives in the Senior Executive Service. Agencies continue to effectively use their appraisal systems to make distinctions in performance and to make appropriate pay and awards determinations based on individual and organizational performance. Agencies also continue to improve their pay-for-performance systems, using their systems to link executive performance with organizational goals and focus on achieving organizational results, as demonstrated by the number of certified performance appraisal systems for members of the Senior Executive Service (SES) and employees in senior-level (SL) and scientific or professional (ST) positions.

We expect agencies to continue to improve and refine their pay-for-performance systems. If you should have questions regarding this report, please contact the Excellence in Performance Management Implementation Group at 202-606-1633.

[Attachment](#) PDF File[1163 KB]

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