



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

June 12, 2007

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: LINDA M. SPRINGER
DIRECTOR

A handwritten signature in blue ink, appearing to read "LMS", positioned to the right of the printed name and title.

Subject: Report on Senior Executive Service Pay for Performance for
Fiscal Year 2006

This report includes the rating, pay, and awards data for the third 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. Training has also become a primary component of agency systems, ensuring that executives understand how their pay-for-performance systems operate and reporting to executives the results of rating, pay, and awards determinations.

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.

Attachments

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