



EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF MANAGEMENT AND BUDGET  
WASHINGTON, D.C. 20503


DEPUTY DIRECTOR  
FOR MANAGEMENT

December 7, 2007

M-08-06

MEMORANDUM FOR THE HEADS OF DEPARTMENTS AND AGENCIES

CC: DEPUTIES OF AGENCIES  
THE PRESIDENT'S MANAGEMENT COUNCIL

FROM: Clay Johnson 

SUBJECT: Implementing Executive Order 13450: Improving Government Program Performance

On November 13, 2007, President Bush signed Executive Order 13450: Improving Government Program Performance. This Executive Order makes it the official policy of the Federal Government to spend taxpayer dollars effectively, and more effectively each year.

The Performance Improvement Council called for by the EO will be comprised of agency Performance Improvement Officers appointed to the position by the agency head. The Performance Improvement Officer should have a sufficient delegation of authority from the agency head to implement fully Executive Order 13450. Performance Improvement Officers are responsible for coordinating the performance management activities of the agency, including:

- Development and improvement of the agency's strategic plans, annual performance plans, and annual performance reports, as well as ensuring the use of such information in agency budget justifications;
- Ensuring program goals are aggressive, realistic, and accurately measured;
- Regularly convening agency program management personnel to assess and improve program performance and efficiency; and
- Assisting the head of the agency in the development and use within the agency of performance measures in personnel performance appraisals, particularly those of program managers, to ensure real accountability for greater effectiveness.

Many currently rest with the agency leads of the Performance Improvement Initiative (formerly the Budget and Performance Integration Initiative). However, not all Performance Improvement leads currently have all these responsibilities. The purpose of the executive order is to ensure that the Performance Improvement Officer is held accountable for effectively helping the agency head perform the performance improvement responsibilities called for, be they program, budget, or personnel.

Collectively, the Performance Improvement Council will establish program performance standards and evaluation criteria, exchange information among agencies, coordinate and monitor performance assessments, keep the public informed, obtain information and advice from stakeholders, and make policy recommendations.

I request that you review Executive Order 13450 and the Duties of Agency Performance Improvement Officers. By December 14, 2007, please provide me with the name of the individual you appoint as the agency's Performance Improvement Officer. Like the current leads for the Performance Improvement Initiative, these individuals may have other responsibilities. Consistent with Executive Order 13450, however, this individual should be sufficiently senior in the organization and have the skills and connectivity to you, the head of the agency, to instill in the agency and its program managers the policy of improving program performance every year and ensuring sufficient attention to this initiative to make that policy a reality now and in the future.

The inaugural meeting of the official Performance Improvement Council will take place January 9, 2008 at the American Institute of Architects. In advance of this meeting, I will provide you with a draft plan for implementing the Executive Order for discussion at the meeting, and shortly thereafter, request that each agency be prepared to provide a brief summary of their implementation plans.

If you have questions or need more information on this subject, please contact Robert Shea ([rjshea@omb.eop.gov](mailto:rjshea@omb.eop.gov)) or 202-395-4568.