



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
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WASHINGTON, D.C. 20301-4000

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MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Governmentwide Senior Executive Performance Appraisal System Town Halls

In July of 2011, the President's Management Council (PMC) chartered the Governmentwide Single System Executive Steering Committee to develop an executive performance appraisal system for use across the Federal government. The Committee was tasked to design a system that would strike an effective balance between consistency across the Federal government and the agencies' needs to use an appraisal system that best aides in mission accomplishment.

This committee included the Office of Personnel Management, Office of Management and Budget, Department of Defense (DoD), Office of the Director of National Intelligence, Department of Energy, Department of Housing and Human Services, Department of Labor, Department of Veterans Affairs, Nuclear Regulatory Commission and the Federal Energy Regulatory Commission. Interagency working groups on appraisal design, implementation, communications/training, and the certification process improvements were also created, comprised of an additional twenty agency subject matter experts. DoD has been and will continue to be represented at all levels throughout this effort.

As the governmentwide Senior Executive Service (SES) performance appraisal system is readied for use by some agencies on October 1, 2011, it is imperative that Department of Defense (DoD) ensure the lines of communication are open and the change underway is transparent to our executives. DoD will be hosting the first in a series of executive town hall meetings to inform our executives of this governmentwide initiative and its impact on the Department.

The Department will host two executive town hall meetings on November 1, 2011. Please plan on attending either the 9:00 a.m. to 11:00 a.m. or 1:00 p.m. to 3:00 p.m. meeting. These meetings will be held in conference room B6 of the Pentagon Conference Center. We will present and discuss the specifics to date of the executive governmentwide appraisal system and the DoD way ahead.

Additional meetings will be scheduled in the upcoming months as the appraisal system is finalized governmentwide and the Department, with your collaboration, develops plans for implementation.

P. M. Tamburrino, Jr.
Deputy Assistant Secretary of Defense
Civilian Personnel Policy

If your office desires additional briefings beyond the currently scheduled town hall, we will be happy to accommodate.