



OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

24 MAY 2010

PERSONNEL AND
READINESS

MEMORANDUM FOR SEE DISTRIBUTION

Subject: Fiscal Year 2009 Senior Executive Service (SES) and Senior Professional (SP) Performance Appraisal Results

This memorandum and its attachments communicate the results of the Fiscal Year 2008-2009 Senior Executive Service and Senior Professional performance appraisal process, and provide you the necessary information to communicate these results to your Senior Executives and Senior Professionals. In accordance with paragraphs 5.2.6 and 5.3.6 of the "Executive and Senior Professional Pay and Performance System," Subchapter 920 (SC920), the Department is required to communicate the results in aggregate to Executives and Senior Professionals, while maintaining individual confidentiality. Additionally, the U.S. Office of Personnel Management, as part of its certification process, requires the Department's rating distribution, average pay adjustments, and average award amounts be communicated to Executives and Senior Professionals. In previous years, this information has been communicated during a Defense Human Resource Board (DHRB) meeting. However, since the last two meetings have been cancelled, we are communicating the aggregate results with this memorandum.

Please ensure the widest dissemination possible of the results of the FY2009 Performance Appraisals to your Executives and Senior Professionals. These results have also been provided to your Senior Executive Management Office. The communication of these results may be done in writing or in a briefing in accordance with "Executive and Senior Professional Pay and Performance System," Subchapter 920 (SC920) and our certification guidance of March 30, 2010. I also encourage you to visit the SES Web site at <http://www.cpms.osd.mil.sespm>, which has this and prior years' performance ratings and awards data posted and includes additional guidance for a meaningful performance appraisal process for FY2010.

Sharing and discussing these results fosters transparency and openness in the performance management process and an understanding of the basis for Annual Summary Ratings and accompanying Performance Payouts. The Department's results have been validated as being in compliance with law and our performance management system, and effective in making and recognizing meaningful distinctions in levels of performance. These are essential elements to a performance appraisal system that provides an equitable method for appraising and compensating Executives and Senior Professionals. It is through this dedicated approach that the Department will continue to

promote a performance culture in which the performance and contributions of its Executives and Senior Professionals are accurately and fully recognized and rewarded.

For any questions, please contact Ms. Erin Moore at (703) 696-1720 or erin.moore@cpms.osd.mil.



Marilee Fitzgerald
Acting Deputy Under Secretary of Defense
(Civilian Personnel Policy)

Attachments:

DoD Senior Executive Service Pay-for-Performance Appraisals 2005-2009

DoD Senior Level and Scientific & Professional Pay-for-Performance Appraisals 2005-2009

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