



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

October 17, 2007

MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS

FROM: LINDA M. SPRINGER  
DIRECTOR

A handwritten signature in black ink, appearing to be "LMS", written over the printed name of Linda M. Springer.

Subject: Estimated Fiscal Year 2008 and 2009 Requirements for Presidential Management Fellows

The Presidential Management Fellows (PMF) Program is the premier program for leadership development in the Federal Government. Executive Order 13318, signed by President George W. Bush on November 21, 2003, charges the OPM Director to prescribe rules of the Program. In accordance with section 362.201 of title 5, Code of Federal Regulations, the OPM Director will determine the number of Fellows who may be appointed during that fiscal year, based on input from the Chief Human Capital Officers Council, as well as input from agencies not represented on the Council.

In 2006, the PMF Program Office engaged the CHCO Council to work with the Program to roll out a plan to recruit top talent for positions in management. The intent was to capitalize on the PMF appointing authority to provide an aligned talent stream for critical management positions within the Federal civil service. As a part of the plan, Federal agencies identified priority graduate programs in Business, Information Technology, Engineering, and other programs for targeted recruiting now, as well as the foreseeable future, to provide viable succession planning options.

Continuing the plan, the PMF Program is requesting your hiring estimates for Fellows for fiscal year 2008 and preliminary planning estimates for fiscal year 2009. Please forward your PMF hiring estimates to the PMF Program Office, at [pmf@opm.gov](mailto:pmf@opm.gov) or via fax at 202-606-3040, **no later than Monday, November 19, 2007**. Additionally, feel free to provide any preferred graduate degree programs you would like targeted by the PMF Program to assist in your agency's succession planning needs. Please note the process for recruiting and assessing Finalists for the PMF Class of 2008 has already been initiated. We are projecting we will announce Finalists for the PMF Class of 2008 in February or March 2008 for agencies to make selections. Your hiring projections will help the PMF Program determine the number of Finalists selected.

Please direct any questions to Yvette Harris at (202) 606-1040 or [yvette.harris@opm.gov](mailto:yvette.harris@opm.gov).

cc: Human Resources Directors  
Agency PMF Coordinators