

FOUO

February 06, 2006

TO: Gordon England

CC: David Chu

FROM: Donald Rumsfeld

D.A.

SUBJECT: Civilian SES Corps

We need to consider how to professionalize the Senior Executive Service within the Department, and probably within the Administration. This should, at a minimum, consider:

- A more rigorous process for promotion, with standardized selection boards.
- Creation of "precepts" to SES promotion boards, so we have assurance that people being promoted to the most senior career civilian jobs have the highest degree of energy, intelligence, creativity and innovation..
- Career paths for the SES that make sense for a 21st century government, with the opportunity to develop both a "joint" and an "interagency" expertise in the SES Corps.

Within 30 days, please let me know what you think and give me a plan to get to where we need to go.

Thanks.

DHR.dh
020606-20

.....
Please Respond By 03/09/06



Certified As Unclassified
January 9 2009
IAW EO 12958, as amended
Chief, RDD, ESD, WHS

FOUO