



## DEPARTMENT OF HOMELAND SECURITY

### Fiscal Year 2025 Senior Executive Service Performance Review Boards

**AGENCY:** Department of Homeland Security.

**ACTION:** Notice.

**SUMMARY:** This notice updates the September 11, 2025 notice announcing the appointment of members of the Fiscal Year (FY) 2025 Senior Executive Service (SES) Performance Review Boards (PRBs) for the Department of Homeland Security (DHS).

**FOR FURTHER INFORMATION CONTACT:** Christian Fajardo, Human Resources Specialist, Office of the Chief Human Capital Officer, [christian.fajardo@hq.dhs.gov](mailto:christian.fajardo@hq.dhs.gov), 771-200-0392.

#### SUPPLEMENTARY INFORMATION:

This notice updates the notice published on September 11, 2025 at 90 FR 44080, to remove two names and add six names to the FY 2025 SES PRBs for the Department of Homeland Security (DHS). The purpose of the PRBs is to make recommendations to the appointing authority (*i.e.*, Agency Head) on the performance of senior executives (career, noncareer, and limited appointees), including recommendations on performance ratings, performance-based pay adjustments, and performance awards. The PRBs will also make recommendations on the performance of Transportation Security Executive Service, Senior-Level, and Scientific and Professional employees. To make its recommendations, the PRBs will review performance appraisals, initial summary ratings, any response by the employee, and any higher-level official's recommendation.

In accordance with 5 U.S.C. 4314(c) and 5 CFR 430.311, each agency must establish one or more PRBs to make recommendations to the appointing authority (*i.e.*, Agency Head) on the performance of its senior executives. Each PRB must consist of three or more members. More than one-half of the membership of a PRB must be SES career appointees when reviewing appraisals

and recommending performance-based pay adjustments or performance awards for career appointees.

Composition of the PRB will be determined from among the individuals listed below:

List of Names (alphabetical order)

Alfonso-Royals, Angelica  
Courtney, Paul  
Edwards, Roland  
Evans, Karen  
Gountanis, John  
Guy, Joseph  
Hemenway, Troup  
Horyn, Iwona  
Huffman, Benjamine  
Mazzara, Joseph  
McCleary, Stephen  
McCord, Antoine  
McGill, Greyson  
Mehringer, Holly  
Munoz, Steven  
Nelson, Jason  
Noem, Kristi  
Paramore, Faron  
Percival, James  
Rubino, Jaclyn  
Sartini, Ronald  
Stackhouse, Paul  
Watkins, Tracey

Dated: January 6, 2026.

**Gregory Ruocco,**

*Director, Executive Resources,*

*Office of the Chief Human Capital Officer.*

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