ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

FORCE MANAGEMENT POLICY

December 3, 1996

FOREWORD

This Manual is reissued under the authority of DoD Directive 1400.25, "Department of Defense Civilian Personnel Management System," November 25, 1996. It implements policy, establishes uniform DoD-wide procedures, provides guidelines and model programs, delegates authority, and assigns responsibilities regarding civilian personnel management within the Department of Defense. DoD 1400.25-M, "Civilian Personnel Manual," July 30, 1978, is hereby canceled.

It is DoD policy and National Performance Review philosophy that we should streamline and eliminate redundancy in government regulations as well as delegate authorities to the lowest practical level. To avoid proliferation of regulations, the Manual is written to establish specific parameters or prescribe procedures that ensure an appropriate level of standardization. Therefore, the need for supplementing documents should be minimal.

This Manual applies to the Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities (hereafter referred to collectively as "the DoD Components"), unless otherwise provided.

This Manual is effective immediately. Use of this Manual by all DoD Components is mandatory. Obligations to unions representing employees affected by this Manual must be satisfied before changes are implemented with respect to those employees.

Send recommended changes to the Manual to:

Deputy Assistant Secretary of Defense (Civilian Personnel Policy)
4000 Defense Pentagon
Room 3D268
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The DoD Components may obtain copies of this Manual through their own publications channels. It is approved for public release and unlimited distribution. Authorized registered users may obtain copies from the Defense Technical Information Center, 8725 John J. Kingman Road, STE 0944, Ft Belvoir, VA 22060-6218. Other Federal Agencies and the public may obtain copies from the U.S. Department of Commerce, National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161.

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