



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

DEC 07 2007

The Honorable David S. C. Chu
Under Secretary of Defense for Personnel
and Readiness
4000 Defense Pentagon
Washington, DC 20301-4000

Dear Dr. Chu:

This is in response to your request of December 1, 2006, for full certification of the Department of Defense (DoD) Senior Level and Senior Technical (SL/ST) performance appraisal system. We have reviewed your request and have determined your system warrants full certification for calendar years 2007 and 2008, and the Office of Management and Budget (OMB) concurs. You are permitted to use the higher aggregate pay limit for your SL/ST employees.

You must continue to report annually to the U.S. Office of Personnel Management (OPM) the data that result from the application of your certified system. Compliance with the established report submission deadlines is essential to your certification. The data will be reviewed to determine whether pay adjustments and awards for all DoD SL/ST members are making meaningful distinctions based on performance and failure to do so would jeopardize your certification. You should reapply for certification by June 30, 2008, if you wish to continue to apply a higher aggregate limitation on pay without any gap in your authority to apply the higher limit beyond December 31, 2008. OPM will issue further guidance on the certification process for upcoming years.

You should contact Ms. Margaret Haack if you have questions regarding your certification status or requirements at 404-331-3451, extension 231, or by e-mail at margaret.haack@opm.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "LMS", with a long horizontal flourish extending to the right.

Linda M. Springer
Director