



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
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WASHINGTON, D.C. 20301-4000

APR 28 2008



MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
COMMANDERS OF THE COMBATANT COMMANDS  
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DIRECTOR, PROGRAM ANALYSIS AND EVALUATION  
DIRECTOR, NET ASSESSMENT  
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Directive-Type Memorandum (DTM) – Senior Executive Service Tier Policy  
for Career and Non-Career Senior Executive Service Members

- References:
- (a) Title 5 Code of Federal Regulations (CFR) Parts 534, 430 and 752
  - (b) Subchapter 920, “Executive and Senior Professional Pay and Performance System (SC 920), April, 2005 hereby revised
  - (c) “Executive and Senior Level Pay and Performance Management System—Close out Guidance for the 2006-2007 Performance Appraisal Period, September 28, 2007, hereby cancelled
  - (d) DoD Directive 1403.03, “The Career Lifecycle Management of the Senior Executive Service Leaders of the Department of Defense” October 25, 2007
  - (e) Title 5 United States Code (U.S.C.), Section 5382

Purpose: This DTM provides the policy for the Department of Defense (DoD) Senior Executive Service (SES) Tier Structure. It establishes DoD policy and procedures for a common tier structure within the range of pay rates promulgated for Federal agencies granted full certification by the Office of Personnel Management (OPM) in 5 CFR Part 534 (Reference (a)). This DTM also issues revised Subchapter 920, “Executive and Senior Professional Pay and Performance System” (SC920) dated March 18, 2008



(Reference (b), Attachment 1) as policy and cancels the version of Subchapter 920, that was issued by USD(P&R)'s memoranda of April 13, 2005 "Executive and Senior Professional Pay and Performance System, Interim Policy Pending Certification," and September 28, 2007 "Executive and Senior Level Pay and Performance Management System—Close out Guidance for the 2006-2007 Performance Appraisal Period," (Reference (c)) This DTM must be read in conjunction with the revised SC 920 issued by this DTM. This DTM is effective immediately; it shall be incorporated into a DoD instruction within 180 days.

A common tier structure creates enterprise-wide transparency and comparability in executive position and compensation management for DoD SES positions as established by DoD Directive 1403.03 (Reference (d)). Further, it recognizes that high level performance in some positions has more impact than comparable performance in other positions.

Applicability. This policy applies to DoD SES Career and Non-Career employees (herein referred to as Executives). It may be administratively extended to the Defense Intelligence Senior Executive Service (DISES) by the Under Secretary of Defense for Intelligence (USD(I)). If extended, the USD(I) performs the functions of the Authorizing Official with respect to DISES positions.

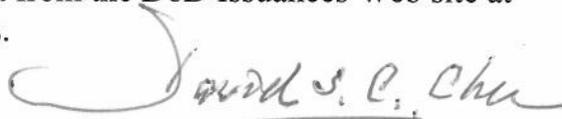
Definitions. Terms used in the procedures for this DTM are defined in Attachment 2.

Policy. Attachment 3 establishes Policy for this DTM.

Responsibilities. Responsibilities for appropriate use of this DTM are contained in Attachment 4.

Procedures. Mandatory procedures for appropriate use of this DTM are contained in Attachment 5.

Releasability. UNLIMITED. This DTM is approved for public release. Copies may be obtained through the Internet from the DoD Issuances Web site at <http://www.dtic.mil/whs/directives>.



David S. C. Chu

Attachments:  
As stated