



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

OCT 09 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:

*David*

This is in response to your request of June 18, 2007, for full certification of the Department of Defense (DoD) Senior Executive Service (SES) 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 authorize pay above the rate for level III of the Executive Schedule, up to the rate for level II of the Executive Schedule, and you are permitted to use the higher aggregate pay limit.

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 can affect your certification. The data will be reviewed to determine whether pay adjustments and awards for all DoD SES members are making meaningful distinctions based on performance and failure to do so would jeopardize your certification. You must also reapply for certification by June 30, 2008, if you wish to continue to apply a higher maximum rate of basic pay and the higher aggregate limitation on pay beyond December 31, 2008. That request must result in certification of your appraisal system by OPM and OMB prior to January 1, 2009, to avoid any gap in your authority to apply the higher maximum rate of pay and higher aggregate limit. 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](mailto: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