



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

JUN 26 2017

Mr. Anthony M. Kurta
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness
Department of Defense
4000 Defense Pentagon
Washington, DC 20301-4000

Dear Mr. Kurta:

I am writing to inform you the U.S. Office of Personnel Management (OPM), with the concurrence of the U.S. Office of Management and Budget, hereby grants full certification of the U.S. Department of Defense (DoD) Senior Executive Service (SES) performance appraisal system. The certification period begins on the date after your current certification expires (July 1, 2017) and continues for 24 months, expiring on June 30, 2019. Certification authorizes pay above the rate for level III of the Executive Schedule, up to the rate for level II of the Executive Schedule, and use of the higher aggregate pay limit.

DoD must continue to report annually to OPM the data that result from the application of this certified system, and DoD's compliance with the established report submission requirements and deadlines will be relevant for continued certification. OPM will review this data to determine whether DoD's system application for all DoD SES members involves meaningful distinctions in ratings and pay and awards differentiation separately based on those ratings – among the prerequisites for receiving continued certification. To avoid a gap in authority to apply the higher maximum rate of pay and higher aggregate limitation on pay beyond the expiration date, DoD must provide a complete certification package for OPM review **by March 30, 2019**.

If you have any questions, please contact OPM's Executive Resources and Performance Management staff by telephone at (202) 606-2720, or email at performance-management@opm.gov.

Sincerely,

A handwritten signature in black ink that reads "Kathleen M. McGettigan".

Kathleen M. McGettigan
Acting Director