



Executive Personnel

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Overview

- **Allocation of Resources**
- **Legislative Issues**
- **Performance Management**
- **Candidate Development Program**



Allocation Management

- **Biennial Review**
- **Unified Combatant Commands**
- **Defense Civilian Personnel Data System**



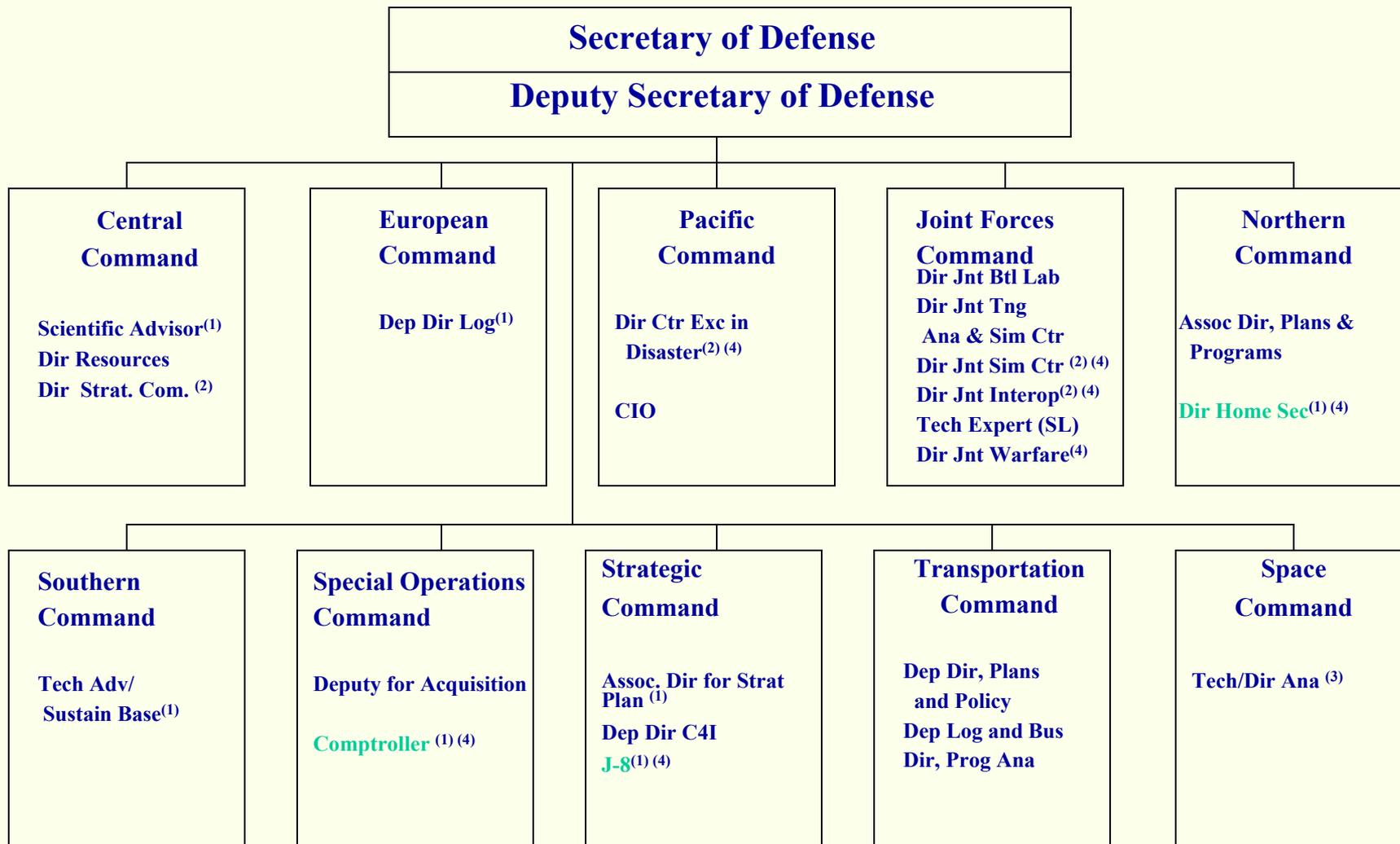
Biennial Review of Executive Allocations

FY 2004/5

- **Link to Strategic Plan**
- **Prioritize Resource Needs**
- **Sound Business Argument**



Unified Combatant Commands



(1) Vacant (2) Limited Term (3) Limited Emergency (4) Permanent requirements



DCPDS Modification

- **Capture Allocation Utilization**
- **Eliminate Hardcopy Reports**
- **Create Historical Record**



Legislative Issues

Pay for Performance



National Defense Authorization Act 2004

- **Link Pay to Performance**
- **Increase Base Pay to EX II –
With an OMB/OPM Approved
Performance Management Plan**



Pay Setting

EX Pay		SES Pay	SES	Base Pay*	
		Levels	Base Pay*	Limit	
			2003	(VP Salary)	
				HR 1588	
I	\$171,900		6	\$134,000	\$198,600
II	\$154,700		5	\$134,000	
III	\$142,500		4	\$133,800	
IV	\$134,000		3	\$127,500	
V	\$125,400		2	\$122,000	
			1	\$116,500	



Pay for Performance

- **Homeland Security Act**
- **OMB/OMP Approval of Agency Performance Management Plan**
 - **September 30, 2003 DoD Target**
 - **DoD Workgroup**
 - **Maintain Component Integrity**
 - **Increased PRB Responsibilities**
 - **DoD IG Reports to Deciding Official**



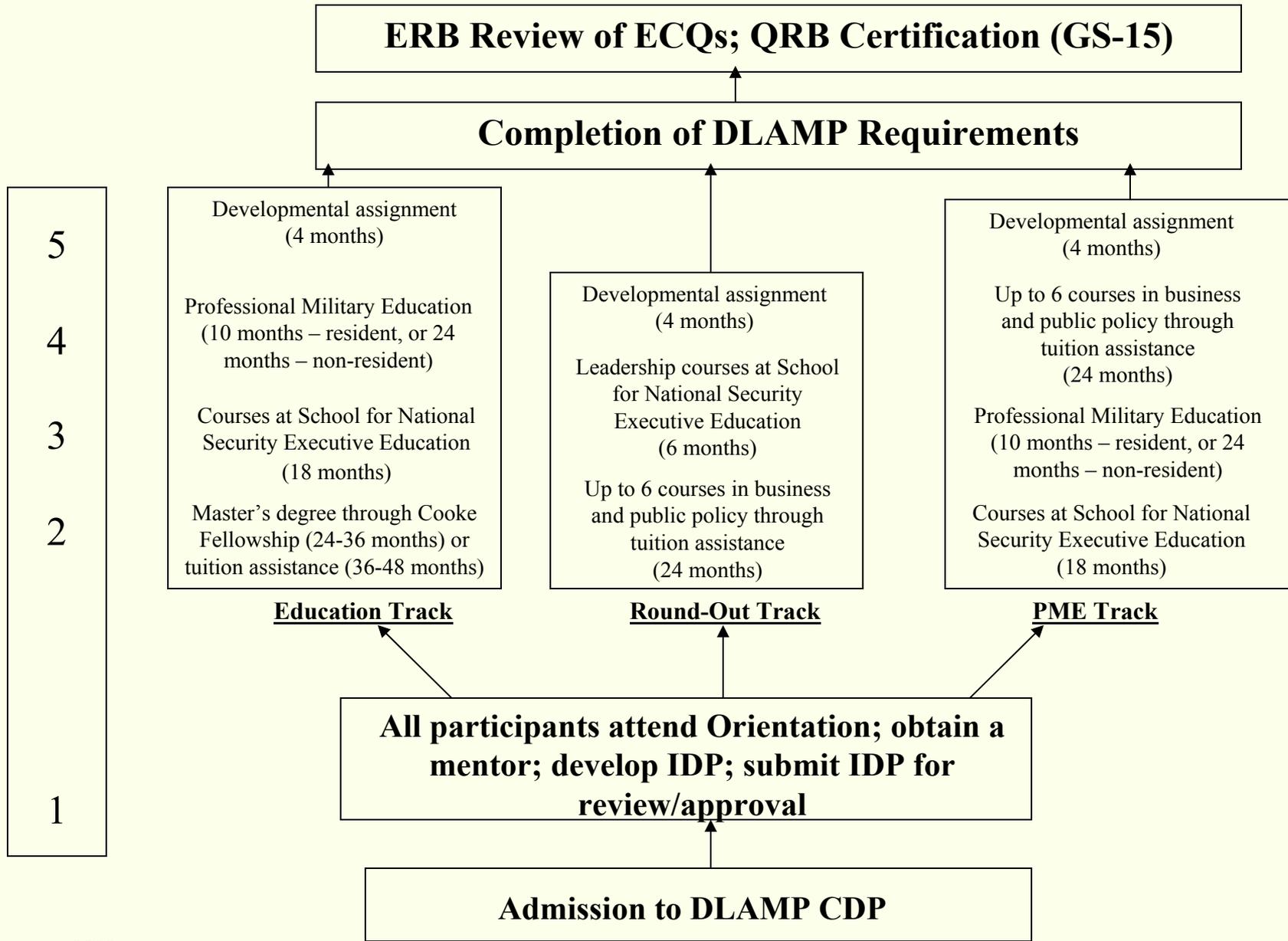
SES

Candidate Development Program



SES Candidate Development Program = Defense Leadership and Management Program (DLAMP)

- **Utilize Existing DLAMP Framework**
- **OPM Approval Obtained for:**
 - **DoD-wide Area of Consideration**
 - **PME Meets Interagency Training Requirement**
- **Noncompetitive Appointment Eligibility**





Challenges

- **Legislation for Pay and Performance**
- **DoD Policies on Pay and Performance**
- **SES Candidate Development**
- **Allocation Management**