



Department of Defense **INSTRUCTION**

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USD(P&R)

SUBJECT: DoD Civilian Personnel Management System: Pay Rates and Systems (General)

- References:
- (a) Chapter 53 of title 5, United States Code
 - (b) Part 530 of title 5, Code of Federal Regulations
 - (c) DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))," June 23, 2008
 - (d) Delegation Agreement, "Office of Personnel Management and the Department of Defense," September 20, 2005¹
 - (e) Section 7455 of title 38, United States Code

1. PURPOSE

a. Instruction. This Instruction is composed of several volumes, each containing its own purpose. The purpose of the overall Instruction is to establish and implement policy, establish procedures, provide guidelines and model programs, delegate authority, and assign responsibilities regarding civilian personnel management within the Department of Defense.

b. Volume. This Volume of this Instruction implements DoD policy concerning general pay rates and systems pursuant to the guidance in References (a) and (b) and the authority in Reference (c).

2. APPLICABILITY. This Volume applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the Department of Defense (hereafter referred to collectively as the "DoD Components").

¹ A copy of this document is available at
<http://www.cpms.osd.mil/ASSETS/79C28334B4CD41B698ADCB7BED110264/Title%2038%20Delegation%20-%202009-20-05.pdf>.

3. SPECIAL SALARY RATE SCHEDULES

a. Annual Review. Consistent with Reference (c), within the Department of Defense, the Civilian Personnel Management Service, Wage and Salary Division, is designated to receive requests from the DoD Components to increase or decrease a special salary rate during the annual review of special salary rate positions conducted by the Office of Personnel Management pursuant to section 530.304 of Reference (b).

b. Special Salary Rates Under Other Titles. The Civilian Personnel Management Service, Wage and Salary Division, holds delegated authority under Reference (c) and the Delegation Agreement (Reference (d)) to set special salary rates for certain healthcare occupations pursuant to section 7455 of title 38, United States Code (Reference (e)). The requirements for requesting such special salary rates are defined in Reference (e).

4. RELEASABILITY. UNLIMITED. This Volume is approved for public release and is available on the Internet from the DoD Issuances Web Site at <http://www.dtic.mil/whs/directives>.

5. EFFECTIVE DATE. This Volume is effective immediately.