



OFFICE OF THE UNDER SECRETARY OF DEFENSE

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WASHINGTON, DC 20301-3030

RESEARCH  
AND ENGINEERING

MINOR MODIFICATION OF STRL PERSONNEL DEMONSTRATION PROJECT  
FLEXIBILITY

I. LABORATORY: US Army Medical Research and Development Command (USAMRDC)

II. NAME OF FLEXIBILITY BEING MODIFIED: DJ-03 and DJ-04 Pay Bands

III. FEDERAL REGISTER WHERE FLEXIBILITY IS DESCRIBED (Attach excerpt): Federal Register Vol. 63, No. 41, Tuesday, March 3, 1998.

III. LOCATION OF FLEXIBILITY IN LABORATORY'S FEDERAL REGISTER NOTICE: Page 10446

IV. DESCRIPTION OF CURRENT FLEXIBILITY: The DJ-03 pay band encompasses GS-grades/salary GS-11 thru GS-12; the DJ-04 pay band encompasses GS-13 through GS-14.

V. MINOR MODIFICATIONS TO FLEXIBILITY: This modification officially documents the previous approval from CPMS, email dtd 3 February 2011, to expand the DJ-03 pay band to encompass GS-grades/salary GS-11 thru GS-13 and restrict the DJ-04 pay band to GS-14 equivalent. This modification applies to **only** the 1102 series.

VI. EXPECTED DATE OF IMPLEMENTATION: Effective upon approval of the modification.

VII. IT IMPLICATIONS/COST: No cost.

VIII. OTHER INFORMATION: On 3 February 2011, USAMRDC received the email approval from CPMS to proceed with the DJ-03 and DJ-04 pay band modifications as described above for the 1102 and 1103 occupational series. At that time, the request was to reduce the high turnover rate the USAMRDC, US Army Research Acquisition Activity (USAMRAA) experienced. Under the original DJ-03/DJ-04 pay band structure, individuals were hired and when fully trained, they would accept a promotion to the GS-13 at a competing agency. The implementation of the band adjustments for the 1102 series has been successful in greatly reducing the turnover rate.

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