



# Department of Defense DIRECTIVE

NUMBER 1400.28

September 11, 1981

Certified Current as of December 1, 2003

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ASD(MRA&L)

SUBJECT: Civilian Air Traffic Controllers

References: (a) Title 5, United States Code, as amended by Public Law 96-347, December 11, 1980  
(b) [DoD 1400.25-M](#), "Civilian Personnel Manual" July 30, 1978

## 1. PURPOSE

This Directive establishes DoD policy under reference (a) to provide that civilian air traffic controllers of the Department of Defense shall be treated the same as air traffic controllers of the Department of Transportation for purposes of retirement, and for other purposes.

## 2. APPLICABILITY

The provisions of this Directive apply to the Office of the Secretary of Defense, the Military Departments, and the Defense Agencies (hereafter referred to as "DoD Components") that employ civilian air traffic controllers.

## 3. POLICY

It is the policy of the Department of Defense to recruit, develop, and maintain the best possible civilian air traffic controller work force. To attain this objective, every effort shall be made to enable controllers to improve and maintain their professional skills. When it is necessary for a controller to leave the active control environment for physical or mental health or for other nondisciplinary reasons that affect the

maintenance of high safety standards in the control of air traffic, he or she shall be assured fair treatment through the appeals procedures established by reference (a).

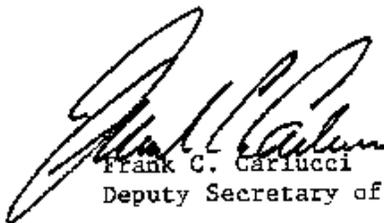
#### 4. RESPONSIBILITIES

4.1. The Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) shall issue additional instructions to carry out the responsibilities of the Secretary of Defense and to establish uniform policies and practices among DoD Components in accordance with Chapter 930, reference (b).

4.2. The Heads of DoD Components shall issue internal policies and procedures consistent with this Directive.

#### 5. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days.



Frank C. Cariucci  
Deputy Secretary of Defense