UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

SEP 24 2013

INTELLIGENCE

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE
DIRECTOR, DEFENSE THREAT REDUCTION AGENCY
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, MISSILE DEFENSE AGENCY
DIRECTOR, DEFENSE POW/MISSING PERSONNEL OFFICE
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES
DIRECTOR, DEPARTMENT OF DEFENSE CONSOLIDATED ADJUDICATION FACILITY

SUBJECT: Advisory for 2013 Defense Civilian Intelligence Personnel System Pay Pools

Previous guidance issued by the Office of Management and Budget and the Department of Defense prohibits payment of monetary awards, including performance bonuses, while we are under sequestration. Due to the continuing budget uncertainty we are unable to determine when this period of sequestration may come to an end; however, we must be prepared to pay performance bonuses to deserving employees if the prohibition on monetary awards is lifted during fiscal year 2014. For this reason, the Defense Intelligence Enterprise must make plans for conducting annual pay pools to determine performance bonuses.

The National Geospatial-Intelligence Agency will conduct pay pools for performance-based salary increases in addition to performance bonuses since there is presently no prohibition on paying performance-based salary increases for Components in alternative pay systems. Other Components may grant base-pay increase awards.

Specific guidance for conducting this year's pay pools will be forthcoming. In the meantime, I welcome your suggestions on how Components may conduct this year's pay pool process to maximize efficiency. My point of contact is Mr. Timothy Clayton at (703) 604-1124 or timothy.j.clayton4.civ@mail.mil.

Michael G. Vickers

cc:
Under Secretary of Defense for Personnel and Readiness
Assistant Deputy Chief of Staff, G-2, Department of the Army
Director, Information Dominance (N2/N6), Department of the Navy
Director of Intelligence, Surveillance and Reconnaissance Plans and Resources, Headquarters, U.S. Air Force
Director of Intelligence for Support, Headquarters, U.S. Marine Corps
Deputy Assistant Secretary of Defense for Civilian Personnel Policy
Chief of Staff, Office of the Under Secretary of Defense for Intelligence
Office of the Director of National Intelligence