



DCIPS RECOGNITION

FACT SHEET

OVERVIEW

A NEW APPROACH

Beginning FY22, the Department of the Army (DA) transitioned to a new awards & recognition process for Army Defense Civilian Intelligence Personnel System (DCIPS) employees. This new process provides greater flexibility for DA organizations who have DCIPS employees to affirm outstanding employee contributions, impacts, and achievements in a meaningful and timely manner with monetary and non-monetary awards and recognition. We do this with Special Act or Service Awards (SASA), On-the-Spots (OTS), Time-Off Awards (TOA), Honorary Awards, and Informal Recognition. In doing so, DA eliminated the use of performance-based bonuses and associated pay pool processes used for determining performance-based bonuses. The DCIPS pay pool process will remain in place solely for determining DCIPS Quality Increases and DCIPS Sustained Quality Increases based on the annual DCIPS Performance Evaluation of Record. Tangible benefits to employees and organizations with this new process are:

- Empowers supervisors to recognize employees closer to when accomplishments happen (rather than at the end of the year)
- Affords organizations the opportunity to acknowledge and reward a greater share of the workforce (rather than no more than the top 50% of performers)
- Supports retention of mission-critical skill sets and high performers with incentives of larger and timely monetary awards, and honorary awards and recognition
- Enhances transparency and equity by clarifying justification criteria and decoupling awards from annual performance ratings

KEY RESOURCES



Army **DCIPS** Website

<https://www.dami.army.pentagon.mil/site/dcips/index.aspx>

Policy
Communications
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Fact Sheets