DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-2
1000 ARMY PENTAGON
WASHINGTON, DC 20310-1000

DAMI-CP

AUG 3 0 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Issuance of Army Policy Volume 2012-I, Interim Defense Civilian Intelligence Personnel System Performance-Based Bonus (PBB) Program

1. References:

a. Memorandum, Office of the Assistant Secretary (Manpower and Reserve Affairs), 16 Jun 09, subject: Delegation of Authority for Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation (Enclosure 1).

b. Department of Defense Instruction 1400.25-V2012, DoD Civilian Personnel Management System, Defense Civilian Intelligence Personnel System (DCIPS) Performance-Based Compensation, September 15, 2009.

c. Memorandum, Under Secretary of Defense for Intelligence, 16 Mar 10, subject: Defense Civilian Intelligence Personnel System (DCIPS) Pay Pool Requirements for the Department of the Army Intelligence Community (Enclosure 2).

d. Interim Department of the Army DCIPS Policy, Volume 2012-I, Interim Defense Civilian Intelligence Personnel System Performance-Based Bonus Program (Enclosure 3).

e. Memorandum, Secretary of the Army, 22 May 09, subject: Delegation of Authority for Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation.

2. By reference 1a, the Assistant Secretary of the Army (Manpower and Reserve Affairs) delegated to the Army G-2 the authority to issue Army supplemental DCIPS guidance. Pursuant to reference 1b and in accordance with reference 1c, the Army G-2 approves the release of the Interim DCIPS Performance-Based Bonus Program Policy at reference 1d. This interim policy is effective immediately. The Army G-2 further authorizes the supplementation of this policy where necessary, consistent with policy guidelines. Organizations must forward copies of any supplements to Ms. Yolanda, Watson, Director, Intelligence Personnel Management Office, Office of the Deputy

Chief of Staff, G-2, Headquarters, Department of the Army, 1000 Army Pentagon, Room 2D350, Washington, DC 20310-1000.

3. This policy establishes responsibilities and procedures for the Army DCIPS Performance-Based Bonus Program. The program is designed to provide a basis for differentially linking employee performance-based bonuses to individual performance as documented in the DCIPS Performance Management Evaluation of Record.

4. The Army G-2 point of contact is Ms. Yolanda Watson, Director, Intelligence Personnel Management Office, (703) 695-2443; e-mail: yolanda.watson@us.army.mil.

3 Encls

RICHARD P. ZAHNER
Lieutenant General, GS
Deputy Chief of Staff, G-2

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