



DEPARTMENT OF THE ARMY

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

DAMI-CP (690)



MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Defense Civilian Intelligence Personnel System Performance-Based Bonuses

1. This memorandum serves as notification that subject to approval from the Office of the Under Secretary for Defense for Intelligence and Security (OUSDI&S)), the Department of Army will transition all civilian employees appointed under the Defense Civilian Intelligence Personnel System (DCIPS) authority out of the annual performance rating-based bonuses component of the individual monetary awards program to 100% lump sum monetary awards (e.g. special act, on-the-spot awards). This change will be effective for the Fiscal Year 2022 performance period ending 30 September 2022. This approach to monetary recognition is intended to be enduring.
2. Under the current performance management system, performance-based bonuses are paid once a year through the pay pool process and are tied to a DCIPS annual evaluation of record. Through elimination of annual performance-based bonuses, and under the proposed approach, commands will use monetary awards throughout the year to recognize employees for significant accomplishments as they are achieved.
3. The Department of Army will continue to use the DCIPS Compensation Workbench for the purpose of determining and rewarding any base-pay increases which consists of: 1) DCIPS Quality Increase, a one-step increase in base-pay; or 2) DCIPS Sustained Quality Increase, a two-step increase in base-pay to reward sustained exemplary performance. Use of this tool is required to determine eligibility is met.
4. By eliminating pay pools to determine performance rating-based bonuses, supervisors of DCIPS employees have the ability to recognize employees timely throughout the year and not just at the end of the DCIPS performance period. In addition, supervisors will have the ability to recognize employees whose performance rating is below the pay pool threshold since thresholds will no longer be used which restricted performance-based bonuses to no more than 50 percent of the pay pool population. While no performance evaluation and rewards system will be perfect, this proposal for recognition for employees of the DCIPS, will reduce the complexity and administrative burden with the process of convening pay pools solely to determine performance-based bonuses. Severing the connection between performance-based

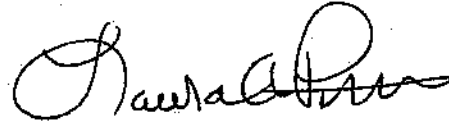
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bonuses and annual performance ratings empowers supervisors with the budget and discretion to distribute timely and ongoing rewards as accomplishments occur.

5. This approach to monetary awards applies to Army DCIPS employees with the exception of the Defense Intelligence Senior Executive Service and Defense Intelligence Senior Level positions, regardless of funding source.

6. My point of contact for this memorandum is Mr. Richard Leviner, DAMI-CP, available at (703) 695-1046 or richard.j.leviner.civ@army.mil.



LAURA A. POTTER
Lieutenant General, GS
Deputy Chief of Staff, G-2

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