



DEPARTMENT OF THE ARMY

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

DAMI-CP (690)

16 AUG 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Exception to Policy to Suspend Fiscal Year 2022 Defense Civilian Intelligence Personnel System Annual Performance Bonus Program

1. References:

- a. Under Secretary of Defense for Personnel and Readiness memorandum (Request for Exception to Policy to Suspend Fiscal Year 2022 Defense Civilian Intelligence Personnel System Annual Performance Bonus Program), 27 Jul 22 (enclosure)
- b. Headquarters, Department of the Army (HQDA), Office of the Deputy Chief of Staff, (ODCS), G-2, Intelligence Personnel Management Office (DAMI-CP) memorandum (Defense Civilian Intelligence Personnel System Performance-Based Bonuses), 13 Jun 22
- c. Department of Defense Instruction 1400.25, Volume 2008 (Defense Civilian Intelligence Personnel System (DCIPS) Awards and Recognition), 12 Sep 12 (Incorporating Change 1, 4 Oct 15)
- d. Department of Defense Instruction 1400.25, Volume 2012 (Defense Civilian Intelligence Personnel System Performance-Based Compensation), 28 Apr 12
- e. Army Policy-Volume 2012 (Defense Civilian Intelligence Personnel System Performance-Based Compensation), 31 Aug 15 (Incorporating Change 1, 30 Aug 21)
- f. Army Policy-Volume 2011 (Defense Civilian Intelligence Personnel System Performance Management), 19 Jan 18
- g. Army Policy-Volume 2008 (Defense Civilian Intelligence Personnel System Awards and Recognition), 12 Sep 16
- h. HQDA, ODCS, G-2 DAMI-CP memorandum (Blanket Exception to Army Policy Volume 2008, Defense Civilian Intelligence Personnel System Awards and Recognition for Fiscal Year 2022), 27 Dec 21

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2. This memorandum serves as notification that the Office of the Under Secretary for Defense for Personnel and Readiness (USD(P&R)) has approved an exception to policy to suspend the Fiscal Year (FY) 2022 Defense Civilian Intelligence Personnel System (DCIPS) Annual Performance Bonus Program (reference 1a) and to provide further exceptions to Army DCIPS policy required to implement this exception. Consistent with reference 1b, Army will transition all DCIPS employees out of the annual performance rating-based bonus 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 FY 2022 performance period ending 30 September 2022.

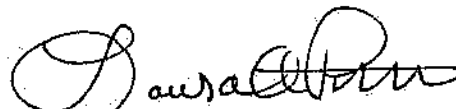
3. To implement this change for the FY 2022 DCIPS performance period, USD(P&R) waived certain provisions of references 1c and 1d to allow Components with DCIPS employee's greater flexibilities. Therefore, I waive the following provisions contained within Army DCIPS policy to mirror exceptions granted in reference 1a.

a. Reference 1e, requiring bonuses to be linked to performance ratings issued under reference 1f and use of pay pools for the administration of bonuses are waived. Furthermore, provisions in reference 1e, pertaining to performance bonuses, are also waived. 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.

b. Reference 1g, paragraph limiting cash awards to \$2,000, except with head of component approval, is waived for FY22. Reference 1h provides this exception.

4. These exceptions to DCIPS policy and the refined approach to monetary awards for FY 2022 apply to Army DCIPS employees but excludes the Defense Intelligence Senior Executive Service and Defense Intelligence Senior Level positions, regardless of funding source.

5. 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

Encl

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PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUL 27 2022

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE AND SECURITY

SUBJECT: Request for Exception to Policy to Suspend Fiscal Year 2022 Defense Civilian Intelligence Personnel System Annual Performance Bonus Program

I approve your request for an exception to the Defense Intelligence Security Personnel System (DCIPS) policies cited below to suspend the annual performance bonus program for FY 2022 to allow selected DoD Components covered by DCIPS to provide lump-sum monetary awards to their individual DCIPS employees and/or teams of such employees for special acts and efforts during FY 2022:

- Enclosure 3, Paragraph 2.c. of Department of Defense Instruction (DoDI) 1400.25, Volume 2008, "Defense Civilian Intelligence Personnel System (DCIPS) Awards and Recognition," limiting cash awards to \$2,000, except with head of Component approval. All cash awards provided would remain subject to any aggregate spending limitations, including those established by the Department or the Under Secretary of Defense for Intelligence and Security.
- Paragraphs 4.a. and c. of DoDI 1400.25, Volume 2012, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Performance-Based Compensation," requiring bonuses to be linked to performance ratings issued under DoDI 1400.25, Volume 2011, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Performance Management," and use of pay pools for the administration of bonuses. Related provisions in DoDI 1400.25, Volume 2012, pertaining to performance bonuses are also waived.

The DoD Components granted the exception are the National Reconnaissance Office, National Geospatial-Intelligence Agency, Defense Intelligence Agency, Department of the Air Force, Department of the Army, Department of the Navy, and Office of the Under Secretary of Defense for Intelligence and Security.

Please provide me with periodic updates on your progress with implementation of your new performance management and recognition system and continuing assessments of its effectiveness in improving and recognizing employee performance.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", written in a cursive style.

Gilbert R. Cisneros, Jr.