



UNDER SECRETARY OF DEFENSE

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INTELLIGENCE

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
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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:

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