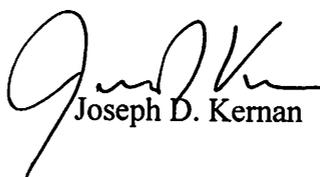


This awards spending guidance is subject to any internal component-established budgetary limitations. The first attachment, "DCIPS Guidance on Awards for Fiscal Year 2019," and the second attachment, "Template for Publishing 2018-19 DCIPS Performance Evaluation and Payout Results to the Workforce," provide additional information for conducting DCIPS pay pools, communicating results, and effecting payment. Please note the Friday, January 11, 2019, suspense and ensure timely response. For further information, please contact Ms. Sharon McMahon, (703) 692-3709, sharon.m.mcmahon4.civ@mail.mil.



Joseph D. Kernan

Attachments:
As stated

cc:
Under Secretary of Defense for Personnel and Readiness
Assistant Deputy Chief of Staff, G-2, Department of the Army
Director, Information Dominance (N2/N6), Department of the Navy
Deputy Chief of Staff, A2, Department of the Air Force
Director of Intelligence for Support, Headquarters, U.S. Marine Corps
Deputy Assistant Secretary of Defense for Civilian Personnel Policy
Chief of Staff, Office of the Under Secretary of Defense for Intelligence
Defense Intelligence Human Resources Board



UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

OCT 22 2018

INTELLIGENCE

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, DEFENSE THREAT REDUCTION AGENCY
DIRECTOR, MISSILE DEFENSE AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE
AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL
SECURITY SERVICE
DIRECTOR, DEFENSE PRISONER OF WAR/MIA ACCOUNTING
AGENCY
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES
DIRECTOR, DEPARTMENT OF DEFENSE CONSOLIDATED
ADJUDICATION FACILITY

SUBJECT: Interim Fiscal Year 2019 Defense Civilian Intelligence Personnel System Guidance on Pay Pools, Awards, and Reporting of Results for Non-Defense Intelligence Senior Executive Service and Non-Defense Intelligence Senior Level Positions

This memorandum provides interim guidance on Fiscal Year (FY) 2019 funding levels for Defense Civilian Intelligence Personnel System (DCIPS) pay pools and awards as well as reporting of results for non-Defense Intelligence Senior Executive Service and non-Defense Intelligence Senior Level positions.

On August 16, 2018, the Office of Personnel Management advised Chief Human Capital Officers the awards limitations and spending guidance published in 2016, which permitted spending up to 1.5 percent of aggregate non-executive salaries for individual monetary awards, remains in effect for FY 2019. Department of Defense Components shall allocate no less than 50 percent of their aggregate DCIPS awards budget to FY 2018 end-of-rating-period performance bonuses, with the remaining amount available for cash awards during the FY 2019 performance year. Please report your plans for allocation of your FY 2019 awards budget to the Director, Human Capital Management Office (HCMO), not later than 10 business days from the date of signature of this memorandum.

Base-pay salary increase (DCIPS Quality Increase and Sustained Quality Increase) monetary awards remain subject to annual reporting to the Director, HCMO, for oversight. A report on all monetary awards, including base-pay salary increase awards during FY 2018, must be forwarded by Friday, January 11, 2019.

