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To: TED BERRY/PE/HQAMC/AMC/US

cc:

Subject: Senior Executive Service (SES) Presidential Rank and Performance Awards Policy

1. Based upon changes in the FY99 Omnibus Appropriations legislation and recommendation received from the DA Civilian Executive Resources Board (CERB), the Assistant Secretary of the Army (Manpower and Reserve Affairs) has issued the following policy:

- SES members may receive both a Presidential Rank Award and a bonus in the same year.
- SES members may receive a Distinguished Presidential Rank Award before a Meritorious Presidential Rank Award.
- Bonus pool caps are six percent of aggregate career SES basic pay at the end of the fiscal year.
- No more than 55 percent of SES members may receive bonuses in a given year.

2. The bonus pool cap will be reviewed annually by HQDA to consider gradually increasing it up to the ten percent statutory limit.

3. Through a memorandum dated 2 Aug 99, GEN Coburn delegated authority to you to convene SES Performance Review Boards (PRBs). This authority empowers you to conduct SES performance appraisal review boards and approve final ratings, bonus amounts and pay level adjustments up to the ES-4 level. GEN Coburn has, however, provided the following specific guidance:

- Individual bonus awards will not exceed ten percent of the annual rate of basic pay. (If a bonus is awarded, it cannot be for an amount less than five percent of the annual rate of basic pay, as required by statute.)
- Both pay level increases and bonuses may be awarded to an individual.

4. Apart from the ten percent cap on individual bonus amounts, you and your recommending PRB have discretion as to whether to award a pay level increase and a bonus to the same individual and whether a Presidential Rank Award winner may also receive a bonus.

6. Point of contact is Ted C. Berry, DSN: 767-9348

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