



**HUMAN RESOURCES OFFICE  
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

**Number: 11-30**

**2 August 2011**

**PERFORMANCE AWARDS FOR TECHNICIANS**

1. The Technician Awards Program is designed to motivate technicians to increase productivity and creativity and to achieve greater efficiency, economy and improvement of operations. It provides a method for rewarding those whose job performance are substantially above normal job requirements and performance standards. These awards play a vital role in maintaining the quality of force during a time of high operational tempo and minimal resourcing
2. Based on OPM guidance and available funding, the following performance awards are available to technicians with an appraisal rating of 3 or higher for the performance cycle ending 30 June 2011:
  - a. Technicians with a rating of 5 (Outstanding) are eligible for **one** of the following awards:
    1. Irregular Performance Pay (IPP) - An increase in a GS employee's rate of basic pay through an additional within-grade increase for sustained high quality performance.
    2. Sustained Superior Performance (SSP) - Up to one percent (1%) of their aggregate salary.
    3. Time Off Award (TOA).
  - b. Technicians with a rating of 3 (Fully Successful) or 4 (Excellent) are eligible for **one** of the following awards:
    1. Sustained Superior Performance (SSP) – Up to one percent (1%) of their aggregate salary.
    2. Time Off Award (TOA).
3. Temporary technicians are eligible for a Time Off Award (TOA) for exceptional service.
4. Technicians that have received one of the above awards in the past 52 weeks are not eligible. Technicians that have received a promotion within the appraisal period are not eligible for an IPP. The promotion serves as recognition of their performance.
5. Questions may be directed to MSgt April Mosher at CAGNET 6-3454, DSN 466-3454, commercial (916) 854-3454, or email at [april.mosher@us.army.mil](mailto:april.mosher@us.army.mil).

*Michael N. Wells*

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