

GOVERNMENT OF THE DISTRICT OF COLUMBIA
D.C. Department of Human Resources

District Personnel Manual Issuance System

E-DPM Bulletin No. 11B-75 & 19-13

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11B & 19

SUBJECT: Limitations on *Special Awards Pay* and
Bonus Pay

Date: October 31, 2013

1. Purpose

The purpose of this Electronic-District Personnel Manual (E-DPM) Bulletin is to inform agencies of the limitations on specific categories of special awards pay or bonus pay in fiscal year 2014. The limitations are the result of provisions contained in the Fiscal Year 2014 Budget Support Emergency Act of 2013; the Fiscal Year 2014 Budget Support Congressional Review Act of 2013 (the Acts); and any succeeding legislation.

2. Authority

Subtitle A – Bonus and Special Pay Limitation, Title I of the Fiscal Year 2014 Budget Support Emergency Act of 2013, effective July 30, 2013 (expired October 28, 2013) (D.C. Act 20-130)

Subtitle A – Bonus and Special Pay Limitation, Title I of the Fiscal Year 2014 Budget Support Congressional Review Emergency Act of 2013 (Act), effective October 17, 2013, (D.C. Act 20-204)

3. Provisions of the Act

- a. The Acts provide that *no funds shall be used to support the categories of special awards pay or bonus pay for fiscal year 2014; provided that funds may be used to pay:*
- (1) *Retirement awards;*
 - (2) *Hiring bonuses for difficult-to-fill positions;*
 - (3) *Additional income allowances for difficult-to-fill positions;*
 - (4) *Agency awards or bonuses funded by private grants or donations;*
 - (5) *Safe driving awards;*

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- (6) *Gainsharing incentives in the Department of Public Works;*
 - (7) *Suggestion or invention awards; or*
 - (8) *Any other award or bonus required by an existing contract or collective bargaining agreement that was entered into prior to the effective date of the subtitle*.*
- b. The Acts also provide that no special *awards pay or bonus pay shall be paid to a subordinate agency head or an assistant or deputy agency head unless required by an existing contract executed before the effective date of this subtitle*.*
- c. Notwithstanding any other provision of the law, no restrictions on the use of funds to support the categories of special awards pay (comptroller subcategory 0137) or bonus pay (comptroller subcategory 0138) shall apply in Fiscal Year 2014 to employees of the D.C. Public Schools who are based at a local school or who provide direct services to individual students.

**[Note: Any references to "subtitle" in this E-DPM bulletin refer to Subtitle A – Bonus and Special Pay Limitation, in the Acts shown in section 2 of this E-DPM bulletin.*

4. Effective Date

This E-DPM Bulletin is effective retroactive to October 1, 2013.



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Director