

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

District Personnel Manual Issuance System

E-DPM Bulletin No. 11B-72 & 19-10

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

Date: September 27, 2011

I. Authority

Subtitle A – Bonus and Special Pay Limitation, of the Fiscal Year 2012 Budget Support Act of 2011 (Act), effective September 14, 2011 (D.C. Law 19-21).

II. Purpose

The purpose of this Electronic-District Personnel Manual (E-DPM) Bulletin is to inform subordinate agencies of the restriction on specific categories of special awards pay or bonus pay in fiscal year 2012. The restrictions are the result of provisions contained in the Fiscal Year 2012 Budget Support Act of 2011.

III. Provisions of the Act

A. The Act provides that *no funds shall be used to support the categories of special awards pay or bonus pay for fiscal year 2012; 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;*
6. *Suggestion/invention awards; or*

Note: E-DPM bulletins that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions.

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Distribution: Heads of Department and Agencies, and HR Advisors

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7. *Any other award/bonus required by an existing contract or collective bargaining agreement that was entered into prior to the effective date of the *subtitle.*

- B. The Act also provides 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 that was entered into prior to the effective date of the *subtitle.*

*[**Note:** The word “*subtitle*” refers to Subtitle A of the Act.]

IV. Effective Date

This E-DPM Bulletin is effective immediately.



Shawn Y. Stokes
Director