

OIT-0112-86
11 February 1986

MEMORANDUM FOR: Deputy for Policy, Analysis & Evaluation, OP/DA

STAT FROM:


Deputy Director of Information Technology - Management

SUBJECT: Performance Based Compensation (Pay Banding)

See -
1. In August 1985, the Director of Information Technology created a task force to review general schedule pay relative both to the OIT work force and to external competitive factors. The task force was to recommend an alternative pay system if the GS system was found inadequate. I am pleased to send you the final report of the OIT task force in the hope that it will be of assistance to your own recently chartered review of pay and benefits. With luck, we will have done some of the work for you.

2. As you will note, our task force recommends performance based compensation (pay banding). This plan would reward the quality of work better than the GS system does. It would give employees a direct way to affect their pay (by improved performance), and would give supervisors a much more direct method to reward good performance.

3. The task force report also discusses modification of the current job classification system in a way that might be helpful to the Agency in general. I commend the whole report to you and your team. Our task force members would be pleased to discuss their work with you.

STAT
OIT/FO  (11Feb86)

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