



NPAA AWARDS FAQ

1. Where do employees send their award election (time-off or cash award) changes?
A: All award election changes must be sent in writing or via e-mail to the employee's immediate supervisor.
2. If an employee was eligible for QSI and elected cash or time off in lieu of QSI for the FY 2013 awards program, will the employee be eligible to receive cash or time off in lieu of QSI for the FY 2014 awards program?
A: Yes, QSI eligibility for all employees who were eligible and elected cash or time off in lieu of QSI for the FY 2013 awards program has been preserved. Therefore, such employees may elect cash or time off in lieu of QSI for the FY 2014 awards program and will receive a full 3% of salary award.
3. Why has the Agency reduced bargaining unit employee awards and refused to reduce SES awards?
A: Under 5 U.S.C. § 5384(b)(2), Federal agencies are required to pay SES personnel no less than 5% of salary in performance awards. Please note that OPM is currently reviewing the statute to determine whether to issue guidance that limits SES personnel performance awards to below the 5% statutory threshold.
4. Will employees who elect a QSI receive a full 3% of salary award?
A: Yes, employees who elect QSI will receive a full 3% of salary in awards.
5. Will employees who elect a time off award in lieu of QSI receive a time off award that is equivalent to 3% of their salary?
A: Yes, employees who elect a time off award will receive an award that is equivalent to 3% of their salary. Article 18, Section 4.F of the contract states that the maximum allowable time off award is 40 hours. Therefore, employees may receive a time off award of up to 40 hours and an additional cash award that ensures that the award is equivalent to 3% of salary.
6. If you retire after June 28th but before the FY 2014 awards payout in March 2015, can you still receive an award?
A: Yes, if the employee elected to receive a cash award, then the employee will receive the cash award. If the employee elected a time off award, then the employee will forfeit the award unless they are an IRS employee at the time of award issuance. Under 5 CFR § 451.104, time off awards cannot be converted to cash under any circumstances. Therefore, all employees who are eligible for and/or contemplating retirement should change their award election to cash prior to the December 10, 2014 deadline, which is the date by which all award election changes must be submitted.
7. When will bilingual awards be paid?
A: Bilingual awards will be paid on or before the date of payment for NPAA awards, which is March 19, 2015.