



MANUAL TRANSMITTAL

Department of the Treasury
Internal Revenue Service

6.959.1

NOVEMBER 30, 2021

EFFECTIVE DATE

(11-30-2021)

PURPOSE

- (1) This transmits new IRM 6.959.1, IRS Payband System.

MATERIAL CHANGES

- (1) This new IRM incorporates Program Scope and Objectives subsection as required by the Internal Management Documents (IMD) System outlined in 1.11.2, Internal Revenue Manual (IRM) Process.

EFFECT ON OTHER DOCUMENTS

This IRM is new. It incorporates information in the Senior Manager Pay Plan - Policy 12, Department Manager Pay Plan - Policy 19, both dated March 17, 2006, and Frontline Manager Pay Plan - Policy 85, dated September 14, 2005.

AUDIENCE

All Operating business units

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IRS Human Capital Officer

6.959.1
IRS Payband System

Table of Contents

6.959.1.1	Program Scope and Objectives
6.959.1.1.1	Background
6.959.1.1.2	Authority
6.959.1.1.3	Roles and Responsibilities
6.959.1.1.4	Program Management and Review
6.959.1.1.5	Program Controls
6.959.1.1.6	Definitions
6.959.1.1.7	Related Resources
6.959.1.2	Classification Coverage
6.959.1.3	Management Selection Program
6.959.1.4	IRS Payband System Structure
6.959.1.4.1	Elements of Pay
6.959.1.4.2	Rate Range Adjustments
6.959.1.4.3	Performance Based Increases
6.959.1.4.4	Performance Bonus
6.959.1.5	Performance Management
6.959.1.5.1	Performance Review Process
6.959.1.6	Pay Setting upon Conversion to the SM, DM, and FM Payband
6.959.1.7	Pay Setting for Movement into and between IR Paybands
6.959.1.8	Treatment of IR Employees Selected for the IRS Candidate Development Program (CDP)
6.959.1.9	Determining Grade and Setting Pay upon Movement Out of the IR Payband
6.959.1.10	Grade or Band and Pay Retention
6.959.1.11	Timing of Payments
6.959.1.12	Funding Sources
6.959.1.13	Annual Leave Lump-sum Payment for Retiring/Separating IR Payband Employees
6.959.1.14	Grievances
6.959.1.15	Miscellaneous Provision

6.959.1.1
(11-30-2021)
Program Scope and Objectives

- (1) **Purpose:** This IRM provides policy and guidance for the IRS Payband System. This IRM must be read and interpreted following pertinent laws, Office of Personnel Management (OPM) IRS Broadbanding Criteria, government-wide regulations, Department of the Treasury (Treasury) Human Resources Directives, as well as applicable case law. As required, this guidance will be supplemented periodically by interim policy guidance from the IRS Human Capital Office (HCO).
- (2) **Audience:** Unless otherwise indicated, the policies, authorities, procedures, and instructions contained in this IRM apply to All business units. This IRM does not apply to Bargaining Unit (BU) employees.
- (3) **Policy Owner:** The IRS Human Capital Officer.
- (4) **Program Owner:** The HCO, Office of HR Strategy (OHRs), Policy and Audits (P&A) Division, Pay, Leave and Continuity Policy (PLCP) Branch.
- (5) **Program Goals:** This IRM provides IRS policy relating to OPM Criteria for IRS Broadbanding System found in 65 Federal Register (FR) 79433, December 19, 2000.

6.959.1.1.1
(11-30-2021)
Background

- (1) Section 9509 of 5 U.S. Code (USC), codifies those provisions in the Restructuring and Reform Act of 1998 (RRA '98), which authorized the Secretary of the Treasury to establish broadbanding pay and classification systems covering all or any portion of the IRS workforce under the General Schedule (GS) pay system. The IRS Payband System described in this IRM, established by the Secretary, conforms with the criteria defined by OPM in 65 FR 79433, December 19, 2000.

6.959.1.1.2
(11-30-2021)
Authority

- (1) **Laws:** Title 5, United States Code (USC), Government Organization and Employees, at: <https://uscode.house.gov/>.
 - a. Section 5303, Annual adjustments to pay schedules, at: <https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title5-section5303&num=0&edition=prelim>.
 - b. Section 9509, General workforce classification and pay, at: <https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title5-section9509&num=0&edition=prelim>.
- (2) **Federal Register Notice:** OPM criteria for IRS Broadbanding System, 65 FR 79433, issued December 19, 2000 at: <http://hco.web.irs.gov/compbenefits/pdf/OPMIRSCriteria.pdf>.
- (3) **Other:** Treasury approved Pay Plans at <http://hco.web.irs.gov/apps/payband/index.htm>.
 - a. Internal Revenue (IR) Senior Manager (SM) Pay Plan, Policy 12 – Amended, March 17, 2006, at: <http://hco.web.irs.gov/policies/intrmguide/SMPayPlan-Final2006signed.pdf>,
 - b. Internal Revenue (IR) Department Manager (DM) Pay Plan, Policy 19 – Amended, March 17, 2006, at: <http://hco.web.irs.gov/policies/intrmguide/DMPayPlan-Final2006signed.pdf>, and
 - c. Internal Revenue (IR) Frontline Manager (FM) Pay Plan, Policy 85, issued September 14, 2005, at: <http://hco.web.irs.gov/policies/intrmguide/FMPayPlan.pdf>.

6.959.1.1.3
(11-30-2021)

**Roles and
Responsibilities**

- (1) The Human Capital Officer is the executive responsible for:
 - a. This IRM and overall Servicewide policy for the IRS Payband System,
 - b. Approving the IR salary tables annually, and
 - c. Recommending the annual Performance Based Increase (PBI) amounts for the Human Capital Board approval.
- (2) The HCO's Human Resources Strategy, P&A Division, PLCP Branch is responsible for:
 - a. Developing and publishing content in this IRM, and
 - b. Generating the IR salary tables reflecting the annual adjustments and the accompanying locality pay tables.
- (3) The HCO's HR Shared Services, Payroll is responsible for providing systems, tools, and all related instructions.

6.959.1.1.4
(11-30-2021)

**Program Management
and Review**

- (1) This IRM provides policy guidance for the IRS Payband System. The P&A Division gauges effectiveness of the policy based on feedback from customers and program owners about subjects contained in this IRM. During review and publishing of this IRM, sections are revised, added, or removed based in part on this process.

6.959.1.1.5
(11-30-2021)

Program Controls

- (1) The P&A Division develops and deploys policies, materials, and programs to increase Servicewide awareness and understanding of the IRS Payband System. The P&A Division collaborates with other HCO organizations and Servicewide stakeholders to support education and outreach activities as they relate to the IRS Payband System.
- (2) The following activities help ensure program success:
 - a. Conduct annual program reviews,
 - b. Publish educational articles such as Leaders' Alerts, and Frequently Asked Questions (FAQs), and
 - c. Maintain accurate and up-to-date program websites.

6.959.1.1.6
(11-30-2021)

Definitions

- (1) **Annual pay adjustment** - the government-wide change to pay schedules provided under 5 USC 5303. This adjustment is usually effective on the first day of the first applicable pay period beginning on or after January 1 of each calendar year.
- (2) **Band or payband** - a pay level or work level within a career path containing one or more GS grades and related ranges of pay.
- (3) **Base pay, rate of basic pay, underlying rate of basic pay, underlying rate, or IR rate** - a rate of pay fixed by law or administrative action for the position held by an employee before any deductions and exclusive of additional pay of any kind, such as locality payments or special rate supplements.
- (4) **Career path** - a grouping of one or more occupational series into broad occupational families or career tracks for job evaluation, pay, or other purposes. A career path may contain one or more bands.

- (5) **Conversion-out process** - The OPM methodology used to determine an employee's GS-equivalent grade level when the employee leaves a position covered by the IRS Payband System.
- (6) **General Schedule or GS** - the classification and pay system established under 5 USC chapter 51 and subchapter III of chapter 53.
- (7) **IR** - "IR" stands for Internal Revenue. It is the designation for the IRS Payband System just like "GS" is the designation for General Schedule pay system. Employees covered by the IRS Payband System are referred to as IR employees or managers.
- (8) **Payband or Paybanding System** - a system for grouping positions for pay, job evaluation, and other purposes that is different from the GS system established under 5 USC chapter 51 and subchapter III of chapter 53, as a result of combining the grades and related ranges of pay for one or more occupational series.
- (9) **Performance Based Increase (PBI)** - an increase in base pay based on an employee's performance as measured by their annual summary evaluation. The PBI replaces the annual GS across-the-board increase, within-grade increase, and quality step increase.

6.959.1.1.7
(11-30-2021)
Related Resources

- (1) HCO website at: <http://hco.web.irs.gov/compbenefits/compleave/IRPayband.asp>.
- (2) HCO, Performance Management website at: <http://hco.web.irs.gov/perfmgmt/index.html>.
- (3) OPM IRS Broadbanding Criteria at: <http://hco.web.irs.gov/compbenefits/pdf/OPMIRSCriteria.pdf>.
- (4) Payband Resource Center at: <http://hco.web.irs.gov/apps/payband/index.htm> contains information for positions covered under the IRS Payband System, including topic such as pay plans, performance based increases, performance bonuses, salary tables and calculators.
- (5) IRM 6.335.1, Promotion and Internal Placement at: <http://irm.web.irs.gov/link.aspx?link=6.335.1>.
- (6) IRM 6.430.3, Performance Management Program for Evaluating Managers, Management Officials and Confidential Management/Program Analysts at: <http://irm.web.irs.gov/link.aspx?link=6.430.3>.
- (7) IRM 6.451.1, Employee Performance and Utilization - Awards and Recognition at: <http://irm.web.irs.gov/link.aspx?link=6.451.1>.
- (8) IRM 6.530.1, Aggregate Limitations on Pay and Special Rate Schedules at: <http://irm.web.irs.gov/Part6/Chapter530/Section1/IRM6.530.1.aspx>.
- (9) IRM 6.531.1, IRS Pay Under the General Schedule and IRS Payband System at <http://irm.web.irs.gov/Part6/Chapter531/Section1/IRM6.531.1.aspx>.
- (10) IRM 6.536.1, IRS Grade/Band and Pay Retention at <http://irm.web.irs.gov/Part6/Chapter536/Section1/IRM6.536.1.aspx>.

6.959.1.2
(11-30-2021)

Classification Coverage

- (1) The IRS classifies payband positions according to the GS classification criteria established by OPM as shown below.
 - a. Senior Managers (SM) covers first-level supervisory/managerial positions that report directly to a member of the Senior Executive Service (SES) or Second-level supervisory/managerial positions. These positions were previously classified at the GS-14 or GS-15 grade levels.
 - b. Department Managers (DM) covers second-level supervisory/managerial positions located in the campuses (Service Centers). These positions were previously classified at the GS-11, GS-12, and GS-13 grade levels.
 - c. Frontline Managers (FM) covers supervisory/managerial positions not covered under the SM or DM Payband. These positions were previously classified at the GS-5 through GS-15 grade levels.

6.959.1.3
(11-30-2021)

Management Selection Program

- (1) The Management Selection Program (MSP) is internal competitive process for selection of all temporary or permanent managers (except Executives) within IRS. It requires evaluation of each candidate against leadership and technical competencies for the position being filled. For information on MSP, including exception to competition criteria, refer to IRM 6.335.1, Promotion and Internal Placement at: <http://irm.web.irs.gov/Part6/Chapter335/Section1/IRM6.335.1.aspx>.

Note: A salary increase is not applicable for a noncompetitive exception to MSP.

6.959.1.4
(11-30-2021)

IRS Payband System Structure

- (1) The IRS Payband System consists of the SM, DM, and FM Paybands. IRS Paybands are stepless paybands defined by a range of rates with a minimum rate and a maximum rate and no steps in between these rates.
- (2) The SM Payband has a minimum rate equal to GS-14 step 1 and a maximum rate equal to GS-15 step 10. The SM Payband encompasses GS-14 and GS-15 grade levels.
- (3) The DM Payband has a minimum rate equal to GS-11 step 1 and a maximum rate equal to GS-13 step 10. The DM Payband encompasses GS-11 through GS-13 grade levels.
- (4) The FM Payband consists of eleven single-graded paybands for each GS grade previously covered from GS-5 through GS-15. Each FM Payband has a minimum rate equals to step 1 and a maximum rate equals to step 10 rate of the GS grade encompassed in the payband.

6.959.1.4.1
(11-30-2021)

Elements of Pay

- (1) The IRS Payband System has the following compensation elements:
 - a. Base pay, underlying rate of basic pay, underlying rate, or IR rate.
 - b. Locality pay - a rate of pay authorized under 5 USC 5304, calculated as a percentage determined by the President for the locality pay area in which the employee's official duty station is located. It is added to the employee's underlying rate of basic pay to determine the employee's locality rate of pay.
 - c. Performance bonus - a lump-sum cash payment based on an annual summary evaluation rating. A performance bonus is not considered part of basic pay for any purpose.

- (2) An IR employee will be considered for an increase to base pay and for a performance bonus each year. An IR employee who receives a PBI may also receive a performance bonus in the same year.
- (3) The pay of an IR employee will be increased by locality pay authorized under 5 USC 5304.
- (4) Employees under the IRS Payband System are subject to the aggregate limitation on pay set forth in 5 USC 5307, 5 CFR 530 Subpart B and IRM 6.530.1.2, Aggregate Limitations on Pay. An employee's aggregate compensation (includes base pay, locality pay, special rate, premium pay, allowances, differentials, bonuses, incentives, awards, or other similar cash payment under this authority) is limited to the annual rate for Level I of the Executive Schedule in any calendar year. Refer to IRM 6.530.1, Aggregate Limitations on Pay and Special Rate Schedules for additional information.

6.959.1.4.2
(11-30-2021)
Rate Range Adjustments

- (1) The minimum and maximum IR underlying rates of basic pay for the IRS Paybands are adjusted annually at the same time and in the same manner as adjustments in the corresponding minimum and maximum GS rates authorized under 5 USC 5303.
- (2) The minimum and maximum locality rates of pay for the IRS Paybands are adjusted annually and at the same time and in the same manner as adjustments in the corresponding minimum and maximum locality rates of pay authorized under 5 USC 5304.
- (3) An IR employee's IR underlying rate of basic pay may not fall below the minimum rate of base pay of their payband as a result of the annual rate range adjustment. An IR employee whose IR rate falls below the new IR minimum rate of their payband as a result of the annual rate range adjustment will have their IR rate adjusted by the greater of:
 - a. the PBI as described in IRM 6.959.1.4.3, Performance Based Increases, or
 - b. the new IR minimum underlying rate of basic pay of their payband
- (4) An IR employee whose IR underlying rate of basic pay does not fall below the new minimum rate as a result of the rate range adjustment is eligible for a PBI as described in 6.959.1.4.3, Performance Based Increases.
- (5) An IR employee's underlying rate of basic pay cannot exceed the maximum underlying rate of basic pay of the applicable payband unless covered under IRM 6.536.1, IRS Grade/Band and Pay Retention.
- (6) If there is no annual GS pay adjustment under the above provisions, the minimum and maximum underlying rates of basic pay of the IRS Paybands will not be adjusted.

6.959.1.4.3
(11-30-2021)
Performance Based Increases

- (1) A PBI is an increase to base pay based on an IR employee's annual summary evaluation rating.
- (2) An IR employee is eligible for a PBI when the employee:
 - Receives an IR rating of "Met" or higher, **or** a non-IR rating equivalent to "Met" or higher, **and**

- Occupies an IR position of record (permanent or temporary) on the effective date of the PBI (i.e., the first day of the first full pay period in January each year).

Note: In situations where an employee has a non-IR rating equivalent to “Met” or higher, the employee will receive the PBI value equivalent to the “Met”.

- (3) The IRS determines the amount of the PBI on an annual basis, expressed as a percentage of base salary. In determining the amount of PBI, the IRS will consider the availability of funds and the annual pay adjustment provided under the GS pay system. The annual funding for the PBI is based on the amounts previously expended for managers’ within-grade increases, quality step increases, and the annual base pay adjustment as provided under the General Schedule pay system.
- (4) The amount of a PBI for an “Outstanding” summary evaluation rating will be greater than a PBI for an “Exceeded” summary evaluation rating, and a PBI for an “Exceeded” summary evaluation rating will be greater than a PBI for a “Met” summary evaluation rating. A less than a “Met” summary evaluation rating will not receive a PBI.
- (5) The amount of a PBI may not cause an IR employee’s IR underlying rate of basic pay to exceed the payband maximum rate.

6.959.1.4.4
(11-30-2021)

Performance Bonus

- (1) A performance bonus is awarded based on the IR employee’s annual summary evaluation rating. An IR employee who earns:
 - a. An “Outstanding” summary evaluation rating will receive a performance bonus,
 - b. An “Exceeded” summary evaluation rating may receive a performance bonus,
 - c. A “Met” summary evaluation rating will not receive a performance bonus except under extraordinary circumstances, which will require the approval of the Division Commissioner or equivalent,
 - d. A less than a “Met” summary evaluation rating will not receive a performance bonus.
- (2) Detailed policy can be found in IRM 6.451.1, Employee Performance and Utilization - Awards and Recognition.

6.959.1.5
(11-30-2021)

Performance Management

- (1) Under the IRS Payband System, pay increases are based on performance as defined by the employee’s annual summary evaluation rating also referred to as an IR rating of record. Managers are evaluated annually based on performance during the performance appraisal period of October 1 through September 30.
- (2) Refer to the HCO, Performance Management website at <http://hco.web.irs.gov/perfmgmt/index.html> and IRM 6.430.3, Performance Management Program for Evaluating Managers, Management Officials and Confidential Management/Program Analysts for information and policy guidance on performance management.

6.959.1.5.1
(11-30-2021)
**Performance Review
Process**

- (1) Annually, each business unit will review the summary evaluations of managers on a corporate basis to maintain consistency in the application of the performance management system. Each business unit is responsible for establishing a documented methodology to ensure rating consistency and objectivity. The Division Commissioner, National Taxpayer Advocate, Chief, or Director reporting to The Commissioner and/or Deputy Commissioners (Heads of Office) is responsible for ensuring that there is no conflict of interest, or appearance thereof, in the composition of a SM, DM, or FM Performance Review Board (PRB) or Equivalent and that the performance management system is applied consistently.
- (2) For the annual PRB Guidance, refer to the HCO, Performance Management website at: <http://hco.web.irs.gov/perfmgmt/index.html> or the Payband Resource Center at: <http://hco.web.irs.gov/apps/payband/index.htm>.
- (3) Each business unit will identify trends, resolve evident anomalies, and ensure the summary evaluations accurately reflect the achievement of the business unit's goals.
- (4) Annually, HCO will review the ratings of IR employees on a Servicewide basis to maintain consistency in the application of the performance management system, to establish baselines and identify trends, to resolve evident anomalies, and to ensure the ratings accurately reflect the achievement of Servicewide goals.

6.959.1.6
(11-30-2021)
**Pay Setting upon
Conversion to the SM,
DM, and FM Payband**

- (1) Conversion is the process that took place to move positions and incumbents into the payband when the payband was first implemented. The SM, DM, and FM Paybands were implemented in phases.
 - a. For SM, conversion was effective March 25, 2001 into the SM Payband.
 - b. For DM, conversion was effective December 2, 2001 into the DM Payband.
 - c. FM were converted into the FM Payband in two phases, September 18, 2005 and November 13, 2005. Phase one covered most frontline managers who were not impacted by reduction-in-force (RIF); phase two covered the remainder of the frontline manager population (i.e., managers who were impacted by RIF). Covered managers were converted into the appropriate IR Payband corresponding to the GS grade of their permanent position of record (e.g., a GS-12 frontline manager was converted into the IR-06 Payband).
- (2) The pay of an employee, who was converted into the SM, DM, and FM Payband was set at the lowest step in the appropriate payband that provided an increase in base pay at least equal to the prorated value of the employee's service toward their next equivalent GS step increase.
- (3) At conversion, the pay of an employee who was receiving a special salary rate was determined by using the method set forth in the OPM Criteria for IRS Broadbanding Systems.

6.959.1.7
(11-30-2021)
**Pay Setting for
Movement into and
between IR Paybands**

- (1) **First-time, permanent, competitive movement:**

- a. An individual will be eligible for a one-time 10% pay increase when they are competitively selected for their first permanent IR Payband position. Transfers to IRS from other federal agencies may be eligible for a 10% increase, providing they meet these same criteria. GS employees with prior permanent IR experience in any IR Payband (i.e., SM, DM, FM) are not eligible for this one time 10% pay increase. This 10% pay increase is applicable upon promotion, reassignment, or demotion, providing it is permanent, competitive, and the first-time into any IR Payband position. It is not applicable for details. The pay of an individual who is competitively selected for a position in the IR Payband will be set considering the employee's permanent position of record immediately prior to selection into the IR Payband. Pay will be set to provide an increase in base pay of at least ten percent or at the maximum rate of the appropriate IR Payband, whichever is less. The base pay may not be less than the IR Payband minimum rate. An individual who had previously held an IR position, e.g., SM, DM, or FM, will not be eligible for this one-time ten percent pay increase.
- b. Managers are eligible for a one-time 10% pay increase when they are competitively selected for their first permanent higher level payband position. Managers with prior permanent IR experience in the higher level payband being placed in are not eligible for this one-time 10% increase but may be eligible for an 8% increase (see (2) below). Movement from an FM Payband position to an FM Payband position with a higher maximum rate (e.g., IR-06 to IR-05) is not considered movement to a higher level payband and does not qualify for this one-time 10% increase. First time permanent movement that qualifies for this increase are: FM to DM, FM to SM and DM to SM.

- (2) **Subsequent permanent and temporary promotion:** Employees are eligible for an 8% pay increase when promoted to an IR Payband position in the situations outlined below:
 - a. Permanent competitive promotion from a GS position to an IR Payband position and the employee has prior permanent IR experience,
 - b. Permanent competitive promotion to a higher level Payband, and the employee has prior permanent experience in the higher level Payband,
 - c. Permanent competitive promotion from an FM Payband position to an FM Payband position with a higher maximum rate (e.g., IR-06 to IR-05),
 - d. Time-limited temporary competitive or non-competitive promotion (GS to IR or IR to IR), or
 - e. Permanent and non-competitive career ladder promotion.
- (3) For detailed pay administration on the IR Payband, refer to IRM 6.531.1, IRS Pay Under the General Schedule and IRS Payband System at: <http://irm.web.irs.gov/Part6/Chapter531/Section1/IRM6.531.1.aspx>.

6.959.1.8
(11-30-2021)
**Treatment of IR
Employees Selected for
the IRS Candidate
Development Program
(CDP)**

- (1) The Senior Executive Service (SES) Candidate Development Program (CDP) is the principal means through which the IRS seeks to identify and hire career executives. Candidates are sometimes referred to as "SES-in-Waiting" and are in Senior Manager positions covered by the IRS Payband System.
- (2) When an IR manager is selected to take part in the IRS CDP, the IR manager will remain covered by their payband throughout the duration of the program.

- (3) An IR manager who has graduated from the IRS CDP and whose executive qualifications have been certified by the OPM's Qualification Review Board may receive an increase in the rate of base pay of 10%, up to the maximum rate of the payband.
- (4) For additional information on the IRS CDP, refer to HCO, Executive Career Opportunities on the HCO website at <http://hco.web.irs.gov/about/divisionspros/careeropt/index.html>.

6.959.1.9
(11-30-2021)
Determining Grade and Setting Pay upon Movement Out of the IR Payband

- (1) When an employee covered by the IRS Payband System moves voluntarily or involuntarily to a GS position, the IR employee's Payband and pay rate must be converted to a GS-equivalent grade and rate of pay before the employee moves out of the system, as outlined in Appendix C of the OPM Criteria for IRS Broadbanding Systems.
- (2) The GS-equivalent grade and rate must be determined and used in applying various pay administration rules that govern how pay is set in the GS pay system.
- (3) For detailed information on movement out of the IR Payband, refer to IRM 6.531.1, IRS Pay Under the General Schedule and IRS Payband System at: <http://irm.web.irs.gov/Part6/Chapter531/Section1/IRM6.531.1.aspx>.

6.959.1.10
(11-30-2021)
Grade or Band and Pay Retention

- (1) An employee's eligibility for grade or band and pay retention will be determined using the criteria for grade and pay retention stated in 5 USC Chapter 53, subchapter VI, and 5 CFR 536, as modified by OPM's Criteria for IRS Broadbanding Systems.
- (2) For the detailed pay administration of this section, refer to IRM 6.536.1, IRS Grade/Band and Pay Retention at: <http://irm.web.irs.gov/Part6/Chapter536/Section1/IRM6.536.1.aspx>.

6.959.1.11
(11-30-2021)
Timing of Payments

- (1) Performance based increases are effective at the same time as the annual adjustment to the GS rate effected under 5 USC 5303, i.e., the first day of the first full pay period beginning on or after the January first.
- (2) Payment of performance bonuses will be dispersed as soon as practicable after all summary evaluation ratings have been finalized. Summary evaluation ratings and performance bonuses awarded must be determined in a timely manner and forwarded by the appropriate Business Based Human Resource Offices for review and processing.
- (3) The Business Based Human Resource Offices will be responsible for reviewing the increases for managers within their organizations and for advising the affected manager's personnel processing office to prepare a Standard Form 52 reflecting the manager's rate of basic pay for the next year.
- (4) The minimum and maximum rates of the locality rates of pay for the IR Paybands are adjusted annually and at the same time and in the same manner as adjustments are made in the corresponding minimum and maximum locality rates of pay authorized by 5 USC 5304.

6.959.1.12
(11-30-2021)

Funding Sources

- (1) The funding previously used to support the annual adjustment to the GS rate under 5 USC 5303, within-grade increases, and quality step increases, as well as funding from other personnel sources will support the base pay portion of the IRS Payband System. Funding previously available for performance awards will be used to support performance bonuses. Funding for the IRS Payband System will be administered at the Servicewide level.

6.959.1.13
(11-30-2021)

**Annual Leave Lump-sum
Payment for
Retiring/Separating IR
Payband Employees**

- (1) IR Payband employees who retire or separate prior to the effective date of the PBI who have unused annual leave that extends beyond the PBI effective date, may receive the benefit of including the PBI for calculation purposes of their accrued annual leave lump-sum payment in accordance with 5 USC 551 and 5 CFR 550, Subpart L. The annual leave lump-sum payment for employees who do not have unused annual leave that extends beyond the PBI effective date is based on the rate of pay in effect when they retire. The National Finance Center (NFC) is responsible for issuing lump-sum annual leave payments.

6.959.1.14
(11-30-2021)

Grievances

- (1) As outlined in the formal agency grievance procedures, IRM 6.771.1, Agency Grievance System, a manager may grieve a summary evaluation rating under the IRS administrative grievance process. However, a manager may not grieve any adjustment to base pay or payment of a performance bonus, or lack thereof.

6.959.1.15
(11-30-2021)

Miscellaneous Provision

- (1) Payments of a performance bonus and PBI are subject to misconduct and Federal tax compliance screenings in accordance with the Appropriations Act and IRS procedures. Details can be found in IRM 6.451.1.23, Employee Performance and Utilization - Awards and Recognition, Misconduct Screenings and Tax Compliance at <http://irm.web.irs.gov/Part6/Chapter451/Section1/IRM6.451.1.aspx#6.451.1.23>.