



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
WASHINGTON, D. C. 20350

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13 OCT 1971

MEMORANDUM FOR THE COMMANDER, NAVAL INTELLIGENCE COMMAND

Subj: Navy Incentive Awards Program Annual Report for FY 1971

Encl: (1) Copy of subject report

Enclosure (1) is forwarded for your review and dissemination to activities under your command as deemed appropriate.

In reviewing this report I was pleased to note that the combined first year benefits of \$90,745,946 is an all time Department of the Navy high. I urge managers at all levels to continue to emphasize the value of the Navy Incentive Awards Program and to ensure support of this program to the fullest degree. Benefits from adopted suggestions, inventions, special achievements and high quality performance have contributed significantly to the accomplishment of the Navy and Marine Corps' mission. With the ever increasing emphasis on reducing monetary expenditures, all personnel must be encouraged to submit their ideas on improving present procedures, more economical operation of equipment, and conservation of manpower and material.

Prompt and appropriate recognition of adopted suggestions, inventions, special achievement and high quality performance must continue to be the order of the day. This in turn should provide the stimulus for even greater employee efforts.

Please convey my personal thanks and appreciation to those responsible for a most successful incentive awards program year and a job well done.

JAMES E. JOHNSON

Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

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DEPARTMENT OF THE NAVY



INCENTIVE AWARDS PROGRAM

A MANAGEMENT PROGRAM TO PROVIDE OFFICIAL RECOGNITION TO CIVILIAN EMPLOYEES FOR THEIR ADOPTED SUGGESTIONS, SPECIAL ACHIEVEMENTS, INVENTION DISCLOSURES AND PATENTS WHICH CONTRIBUTE TO THE EFFICIENT AND ECONOMIC FULFILLMENT OF THE DEPARTMENT OF THE NAVY'S MISSION.

ANNUAL STATEMENT

FISCAL YEAR 1971

OFFICE OF CIVILIAN MANPOWER MANAGEMENT (CODE 034)

WASHINGTON, D.C.

DEPARTMENT OF THE NAVY
 MERIT AWARD PROGRAM STATISTICS
 FISCAL YEARS 1967-1971

SUGGESTIONSSPECIAL ACHIEVEMENTS

<u>FISCAL YEAR</u>	<u>NO. OF EMPLOYEES</u>	<u>NO. RECEIVED</u>	<u>NO. ADOPTED</u>	<u>CASH AWARDS</u>	<u>1st YEAR BENEFITS</u>	<u>NO. APPROVED</u>	<u>CASH AWARDS</u>	<u>1st YEAR BENEFITS</u>
1967	365,202	57,365	20,272	\$944,455	\$24,903,400	8,559	\$1,357,969	\$24,460,593
1968	382,686	55,095	19,427	1,012,868	29,081,745	11,110	1,629,243	13,661,376
1969	394,183	54,718	19,921	1,009,816	32,559,413	12,271	1,781,538	26,179,483
1970	376,340	38,233	14,032	1,086,146	28,964,725	14,023	1,358,717	18,518,181
1971	350,198	36,594	12,592	1,175,294	32,714,247	13,446	2,626,589	58,031,699

TOTAL PROGRAM
 FISCAL YEAR 1971

<u>NO. OF AWARDS</u>	<u>TOTAL PAID TO EMPLOYEES</u>	<u>1st YEAR BENEFITS</u>
26,038	\$3,801,883	\$90,745,946

QUALITY INCREASES

<u>FISCAL YEAR</u>	<u>NO. OF EMPLOYEES</u>	<u>NO. GRANTED</u>	<u>APVD. PER 100 EMPL.</u>	<u>COST OF QUALITY INCREASES</u>
1967	144,638	5,224	3.6	\$1,374,641
1968	163,158	6,103	3.7	1,635,065
1969	180,151	7,334	4.1	2,088,119
1970	170,691	8,129	4.7	2,542,770
1971	165,510	7,339	4.4	2,436,895