

AFGE-SSA Settlement Agreement

February 23, 2026

1. The Union and the Agency (the Parties) mutually agree to revise Article 17 (Monetary Awards) of the 2019 AFGE-SSA National Agreement to incorporate the following changes:
 - a. Rename the Recognition of Contribution (ROC) award to Performance Award as the rating-based award.
 - b. Rename the Exemplary Contribution or Service Award (ECSA) to On-The-Spot-Award as the non-rating-based award.
 - c. Lower the Element Average eligibility requirement for Performance Awards (formerly ROC awards) from 4.0 to 3.5.
 - d. Replace references to Deputy Commissioner with Chief.
 - e. Replace the entirety of Section 3.B. with the following: “If the Agency establishes an award budget for a fiscal year, the Agency will allocate funds necessary to pay ratings-based awards, including a separate QSI allocation. Any remaining funds will be allocated to fund non-ratings-based awards.”
 - f. Eliminate the maximum cash amount for On-the-Spot Awards (formerly ECSAs), currently set at \$800.00.
 - g. The Agency will normally pay Performance Awards (formerly ROCs) at graduated amounts based on element average, such that higher element averages yield more significant award amounts than lower element averages.
 - h. The Time Off Awards MOU will be incorporated into the SSA-AFGE National Agreement as a sidebar to Article 17.

2. The Parties will engage in settlement negotiations over the performance appraisal system and related matters, and the remaining union-management grievances concerning alleged disparate impact, disparate treatment, and unfair/inequitable treatment of AFGE bargaining unit employees arising from the Agency’s application of PACS, as soon as possible after the implementation of this agreement.

For the Union:

For the Agency:

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