

**MEASURABLE BENEFITS SCALE**  
(Actual or Estimated Dollar Savings)

<p>A cash award may be made for an employee contribution that exceeds job requirements and results in measurable benefits having a value of \$250 or more. The amount of such an award shall not be less than \$25 and shall normally be based on a reasonable estimate of net monetary benefits for the first year of operation following the contribution. The amount of the award is determined in accordance with the table and other provisions described below unless, for special reasons, the Administrator determines that a different amount is justified. If so, reasons must be documented to support the action taken.</p>	
<p><u>Measurable Benefits</u></p> <p>\$250 to \$10,000 \$10,000 to \$100,000 Over \$100,000</p>	<p><u>Amount of Award</u></p> <p>10% \$1,000 + 3% of excess over \$10,000 \$3,700 + 5% of excess over \$100,000 (Maximum \$35,000)</p>

**NONMEASURABLE BENEFITS SCALE**

VALUE OF BENEFIT	EXTENT OF APPLICATION			
	LIMITED	EXTENDED	BROAD	GENERAL
	<b>AFFECTS FUNCTIONS, MISSION OR PERSONNEL OF:</b>			
	One office or work unit; or a small area of science and technology.	Several offices or work units; or an important area of science and technology.	An entire area or Program. May be applicable to all of GIPSA.	Several areas or Programs, or GIPSA-wide or USDA or in the public interest throughout the nation and beyond.
<b>MODERATE.</b> Modification of an operating principle or procedure, an improvement of rather limited value.	\$25-200	\$200-350	\$350-600	\$600-1,100
<b>SUBSTANTIAL.</b> Substantial modification of an operating principle or procedure, an important improvement.	\$200-350	\$350-600	\$600-1,100	\$1,100-2,500
<b>HIGH.</b> Complete revision of a basic principle or procedure; a highly significant improvement.	\$350-600	\$600-1,100	\$1,100-2,500	\$2,500-5,000
<b>EXCEPTIONAL.</b> Initiation of a new principle or major procedure, a superior improvement to the quality of a critical product, activity, program, or service to the public.	\$600-1,100	\$1,100-2,500	\$2,500-5,000	\$5,000-10,000
APPROPRIATE NONFINANCIAL RECOGNITION MAY BE GRANTED FOR IMPROVEMENTS OR IDEAS WHICH DO NOT MEET THE STANDARD FOR CASH AWARDS.				