

**NOTE: Rules created for the DCIPS INTERIM period will remain in effect until components transition to a graded structure.**



**DCIPS and the National Defense Authorization Act  
for Fiscal Year 2010  
Overview  
Updated January 2010**

## **National Defense Authorization Act for Fiscal Year 2010 (NDAA FY2010)**

On October 28, 2009, the NDAA FY2010 was signed into law. The Act:

- Suspends certain DCIPS pay authorities from October 28, 2009, through December 31, 2010.
- Requires an independent review of the operation of DCIPS.

To address NDAA FY2010 requirements, USD(I) has created DCIPS interim guidance. This fact sheet is designed to provide a quick, high level overview of NDAA FY2010 and DCIPS. Fact sheets are posted on the DCIPS website on a variety of DCIPS topics. To make the information easy to find, DCIPS interim guidance and information is branded: **DCIPS INTERIM**.

### **Who is covered during the DCIPS INTERIM period?**

NDAA FY2010 requirements apply to all DCIPS components except the National Geospatial-Intelligence Agency.

### **How will you be affected during the DCIPS INTERIM period?**

- You will not experience a loss in pay as a result of the DCIPS INTERIM rules.
- Your position remains classified to a DCIPS band, work category and work level under the DCIPS occupational structure if your component was converted into the DCIPS structure prior to enactment of the NDAA.
- The DCIPS occupational band structure will be overlaid with the GS/GG structure. This provides for your alignment to a GS/GG grade, known as a GG Equivalent (GGE). This GGE alignment will be used to determine your waiting period for a periodic increase.
- You do not need to do anything or take any action for this alignment.
- You and your supervisor will continue to follow the DCIPS performance management policies and process.
- During the DCIPS INTERIM period, pay pools will continue as scheduled. You may receive a performance-based bonus as part of the pay pool process. Salary increase exercises will provide data for use in the review of DCIPS only; there will be no salary increases as part of the pay pool process.
- Unless you are on retained pay, you will receive 100% of the 2010 General Pay Increase (GPI) and, if applicable, a local market supplement (LMS) increase equal to the locality pay increase for your official work location.
- If you were already above the step 10 rate of your GG Equivalent (GGE), but your salary did not exceed level IV of the Executive Schedule, prior to enactment of the NDAA FY2010, you WILL NOT be placed on retained pay for the DCIPS INTERIM period. This means that you will receive 100% of the General Pay Increase in January. You cannot, however, receive other pay increases during the course of FY10, such as periodic increases. This applies only if you were already being paid above the step 10 rate of your GGE prior to enactment of the NDAA FY2010.

- Total basic pay, to include LMS, cannot exceed the rate for level IV of the Executive Schedule, unless your salary already exceeded that rate prior to enactment of NDAA FY2010. In this case, you will be placed on retained pay and you will receive 50% of the difference between the 2009 and 2010 rates of pay for level IV of the Executive Schedule.
- Targeted local market supplement (TLMS) rates in effect for polygraphers will continue. DCIPS employees assigned outside the continental United States (OCONUS) will continue to receive a TLMS as well. For those in foreign areas, this rate is equal to the Washington, DC, locality rate. However, the TLMS rate and cost-of-living allowance for DCIPS employees in non-foreign OCONUS areas are impacted by separate NDAA FY2010 provisions related to non-foreign area allowances. Refer to the separate DCIPS INTERIM fact sheet, "The Non-Foreign Area Retirement Equity Assurance Act of 2009 Implications for DCIPS Employees," for information regarding these changes.
- As of October 28, 2009, all employees hired into DCIPS, employees promoted within DCIPS, and those with salary advancements under DCIPS (such as those associated with Developmental Programs or movement within band that result in a higher GGE) may not have their pay set higher than the step 10 rate of their GGE.
- If eligible, you will receive a periodic increase, equivalent to a GS/GG step increase. Pay may not exceed the GGE step 10 rate as a result of a periodic increase.
- Employees may receive QSIs up to the step 12 rate of their GGE, in accordance with DCIPS INTERIM and component policy for granting these awards.

**Need More Information? To keep current with DCIPS:**

- Visit the DCIPS website <http://dcips.dtic.mil> and check out the section on DCIPS INTERIM for the latest information.
- Contact your human resources servicing organization.