

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



How Pay Increases are Determined During the DCIPS INTERIM Period Updated January 2010

This fact sheet covers how pay increases are determined during the DCIPS INTERIM period from October 28, 2009, through December 31, 2010.

What Pay Increases are you eligible to receive in January 2010?

Most employees will receive 100% of the 2010 General Pay Increase (GPI) and, if applicable, a local market supplement (LMS) increase equivalent to the locality pay increase specified for their official work location. Total basic pay, to include LMS, cannot exceed the rate for level IV of the Executive Schedule, unless the employee's salary already exceeded that rate prior to enactment of NDAA FY2010. In this case, the employee will be placed on retained pay and will receive 50% of the difference between the 2009 and 2010 level IV rates 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.

GPI, LMS and TLMS adjustments are effective the first full pay period in January 2010.

What other types of Pay Increases may be granted during the DCIPS INTERIM period?

- Band-to-band promotion - this is a promotion from one DCIPS band to a band with a higher maximum rate of pay. If an employee is promoted during the DCIPS INTERIM period, they will receive an increase to the minimum of the next highest band, OR, an increase using GS/GG pay setting rules for promotion that align the new salary to a GS/GG grade and step, not to exceed step 10 of the GGE, whichever is higher.
- Periodic increases - are base salary increases equivalent to within-grade increases under the GS/GG system.
 1. The date of an employee's last salary increase (exclusive of the January annual pay increase) and salary alignment to a GGE will determine their eligibility date to receive a periodic increase. For most employees, the date of the last salary increase is the date their component converted to DCIPS bands.
 2. As with the GS/GG system, eligible employees will receive periodic increases at one, two or three year intervals.

- a. For employees whose rate of base pay is less than step 4 of their GGE, the waiting period for a periodic increase is one year.
- b. For employees whose rate of base pay is equal to or greater than step 4 of their GGE, and less than step 7 of their GGE, the waiting period for a periodic increase is two years.
- c. For employees whose rate of base pay is equal to or greater than step 7 of their GGE, but less than step 10 of their GGE, the waiting period for a periodic increase is three years.
- d. Employees whose salary is at or above step 10 of their GS/GG grade cannot receive within-grade increases. Likewise, employees whose salary is at or above step 10 of their GGE cannot receive periodic increases.

3. For additional information regarding your eligibility date for a periodic increase, please contact your servicing human resources organization.

- Within Band Salary Advancement - during the DCIPS INTERIM period, an employee may be eligible for a Salary Advancement associated with competitive selection for a new position in the same band. Salary Advancements of this type will always be based on competition, and the Salary Advancement amount will be calculated using GS/GG pay setting rules for promotion that align to a GS/GG grade and step, not to exceed step 10 of the GGE.
- Developmental programs for employees in the professional work category remain in effect with salary increases calculated using GS/GG pay setting rules for promotion that align to a GS/GG grade and step, not to exceed step 10 of the GGE.
- Documented career ladders that were continued at conversion remain in effect.

How GGEs are Determined

If you were...	then your GGE is...
on board at the time of your component's conversion to the DCIPS occupational structure (bands) and you have had no salary change (exclusive of the January 2009 annual pay increase) since conversion	your GS/GG grade held at the time of conversion.
on board at the time of your component's conversion to the DCIPS occupational structure (bands) and you have had a salary change (exclusive of the January 2009 annual pay increase) since conversion	determined by using the narrative explanation and chart below.

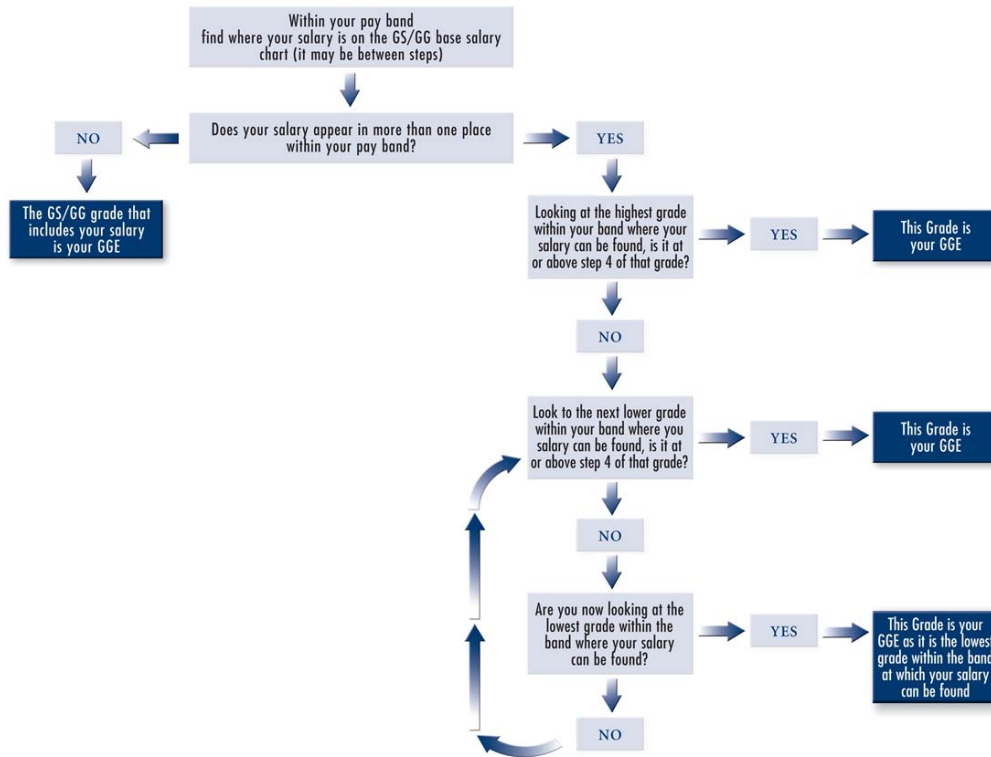
If you were...	then your GGE is...
appointed to a DCIPS position after your component converted to the DCIPS occupational structure (bands) but before October 28, 2009	determined by using the narrative explanation and chart below.
appointed to a DCIPS position on or after October 28, 2009	assigned by your human resources organization at the time of your appointment.

How Salaries are Matched to GGEs

Follow this process ONLY if you were appointed to a DCIPS band, or if you were promoted or had another type of salary change (other than the January pay increase), since your organization converted to DCIPS bands:

- If your band encompasses only one GS/GG grade, that grade will be your GGE.
- If your salary is found only at one GS/GG grade in your band, that grade will be your GGE.
- If your band encompasses more than one GS/GG grade, your GGE is the highest GS/GG grade at which your base salary is at or above step 4 of that grade.
- If your base salary is less than step 4 of the lowest GS/GG grade in your band, the lowest grade in the band is your GGE.
- If you held a GS/GG grade immediately prior to your DCIPS appointment, your GGE will be no lower than the GS/GG grade previously held in your band.

GGE Determination Chart



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.