



This fact sheet provides information on pay pool processes and Quality Step Increases (QSIs) during the DCIPS INTERIM period from October 28, 2009, through December 31, 2010.

## Pay Pool Process

- The pay pool process will run as scheduled during the DCIPS INTERIM period.
- DCIPS pay pools will determine performance-based bonuses for eligible employees following DCIPS Volume 2012, Performance-Based Compensation, and component business rules.
- Bonuses will be processed following pay pool deliberations and paid in January, if applicable.
- Components will use the pay pools to make “mock” performance-based salary increase decisions which will only be used for USD(I) review and for independent reviews of DCIPS as required by the NDAA FY2010.
- “Mock” performance-based salary increases will NOT be processed for payment.

## Quality Step increases (QSIs)

DCIPS components will follow 5 CFR 531 regarding QSIs during the DCIPS INTERIM period. DCIPS components' use of QSIs during the DCIPS INTERIM period shall align with their use of QSIs before the DCIPS occupational structure (pay bands) was implemented.

## Eligibility to Receive a QSI

- A QSI may only be awarded when the employee has an evaluation of record of Outstanding (5);
- the employee has demonstrated a sustained high level of performance; and,
- the employee has not received another QSI within the last 52 weeks.

**Note:** QSIs cannot be used to cause salary to exceed the step 12 rate of the employee's GGE.

## The Value of a QSI

- A DCIPS QSI is a salary increase equal to the value of one GS/GG step increase at the employee's GGE level within the employee's DCIPS band.

**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.