



DCIPS 101
Compensation

The image shows a screenshot of a software interface titled "Compensation Architecture". At the top left is the DCIPS logo with the text "DEFENSE CYBER INTELLIGENCE PERSONNEL SYSTEM". The main content area has a light blue background and contains three photographs: two men in yellow shirts reviewing documents, a man and a woman in business attire discussing a laptop, and a woman smiling while talking to two other people. In the top right corner of the interface is a green icon with a dollar sign and the word "Compensation" below it. At the bottom of the interface is a navigation bar with icons for home, folder, CC, list, a status indicator showing "App 4: 1 of 14", a compass, and navigation arrows.

Compensation Architecture

Compensation

The DCIPS compensation architecture enables flexible and effective recruitment, management, and retention of a high-quality, high-performing workforce

App 4: 1 of 14

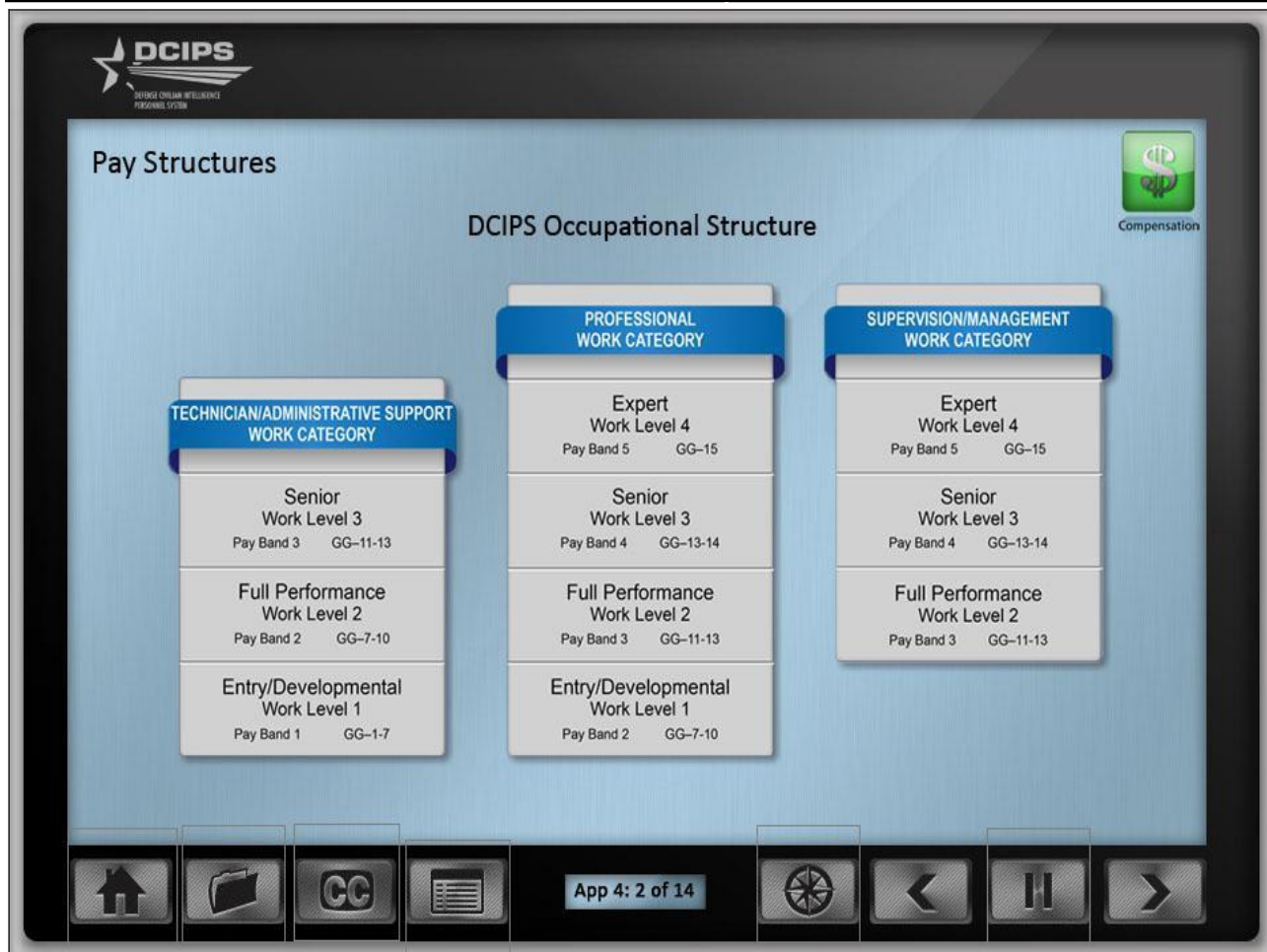
Developing and maintaining a performance culture is one of the basic premises of DCIPS. Foundational to supporting this performance culture is the DCIPS compensation architecture which enables flexible and effective recruitment, management, and retention of a high-quality, high-performing workforce.

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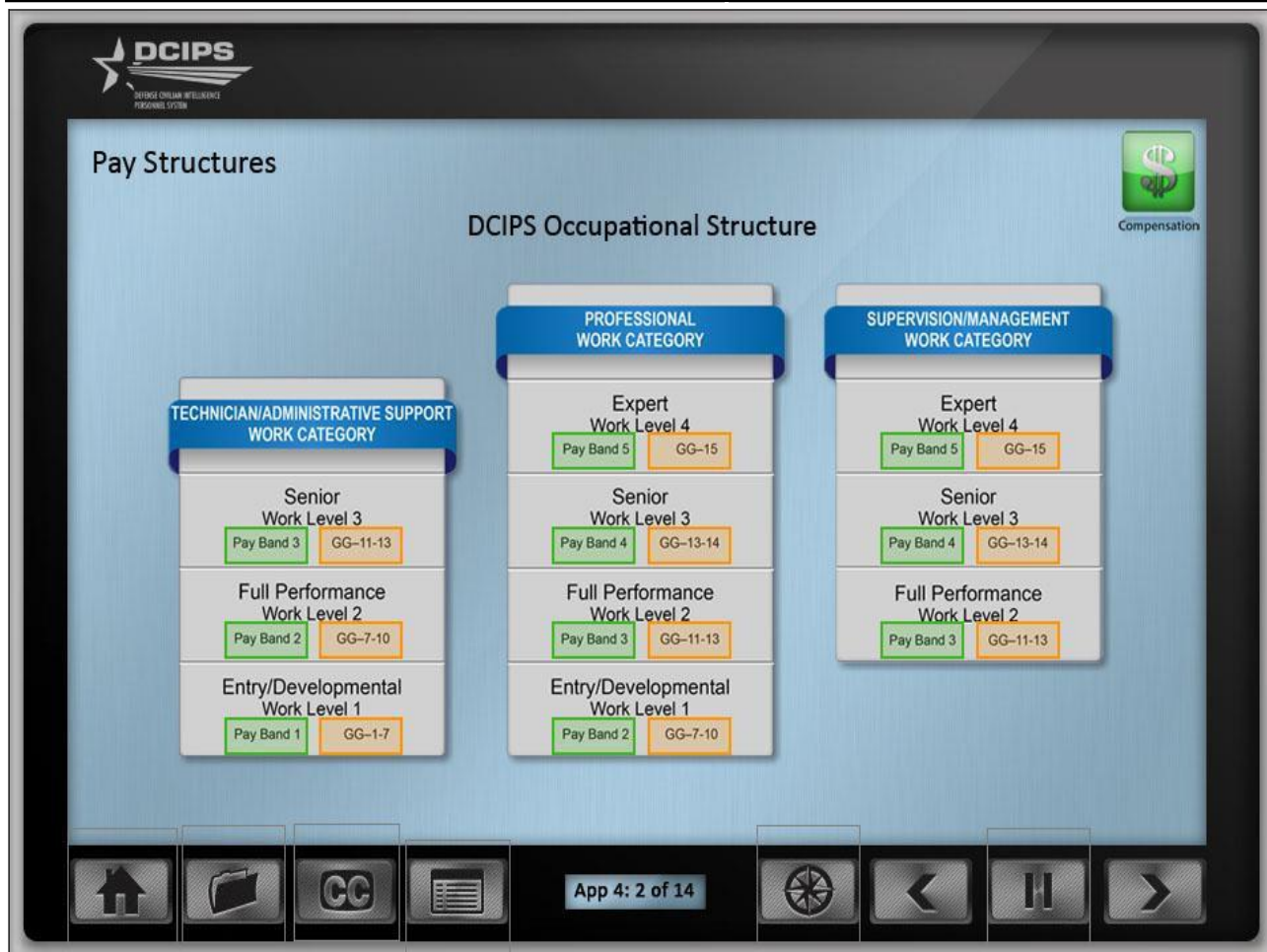
What this means to you is that the DCIPS performance management system is designed to recognize you for your performance and contributions to the mission.

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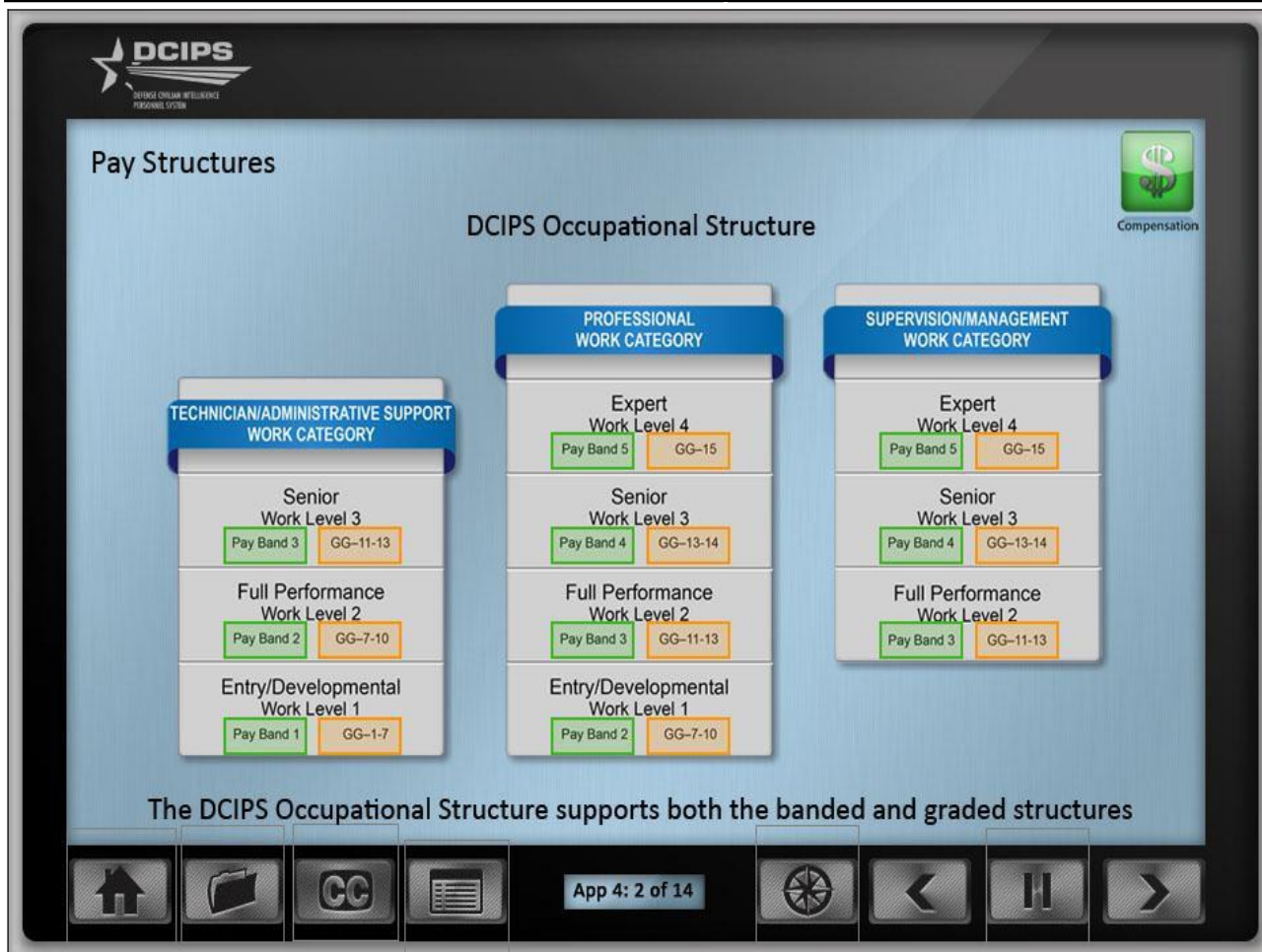
There is one common DCIPS Occupational Structure. Within this common occupational structure, there are two separate but related pay structures, ...

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... the banded structure and the graded structure. One pay structure is not better or worse than the other.

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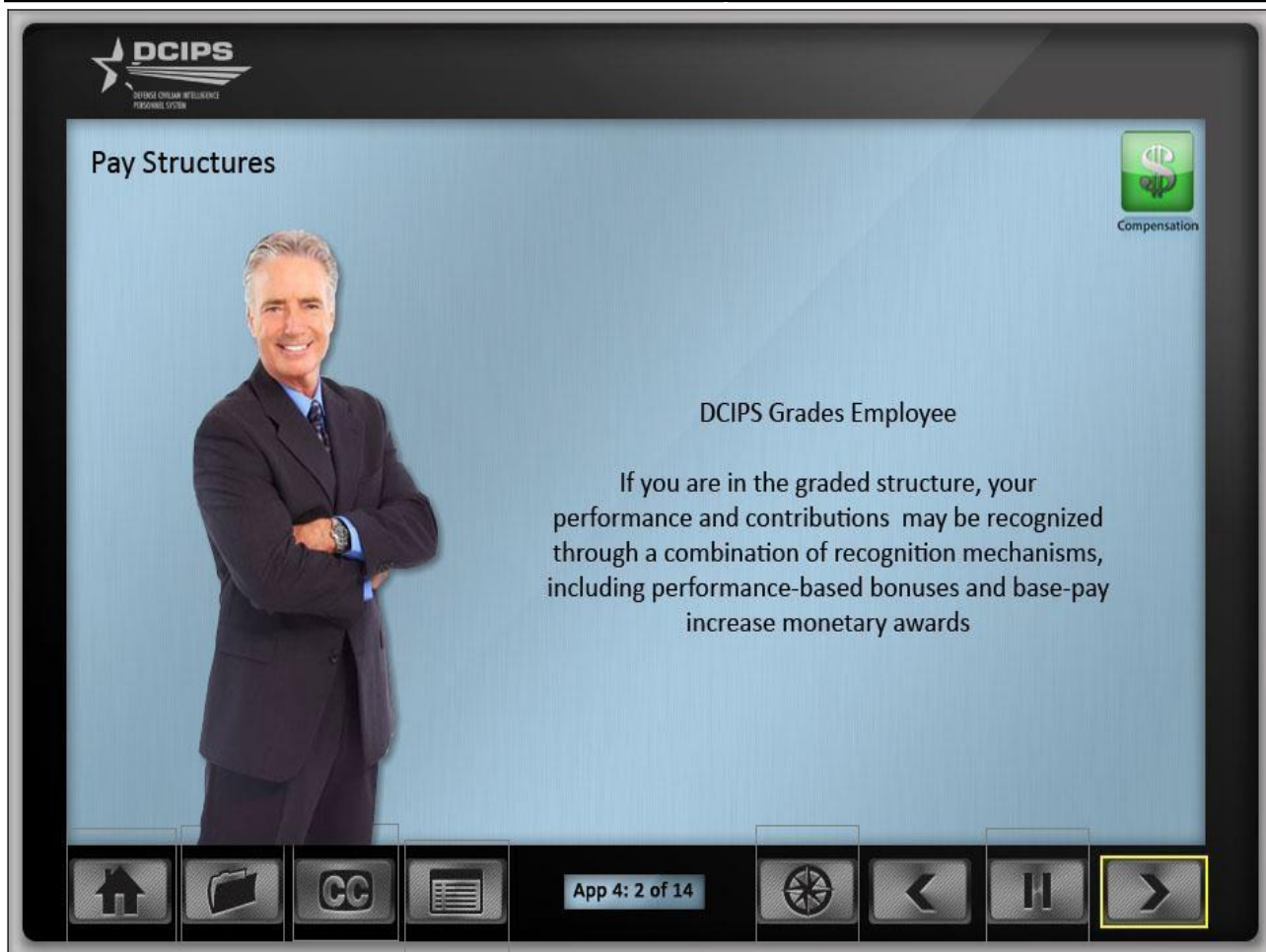


They are just different and are both supported by the DCIPS compensation architecture.

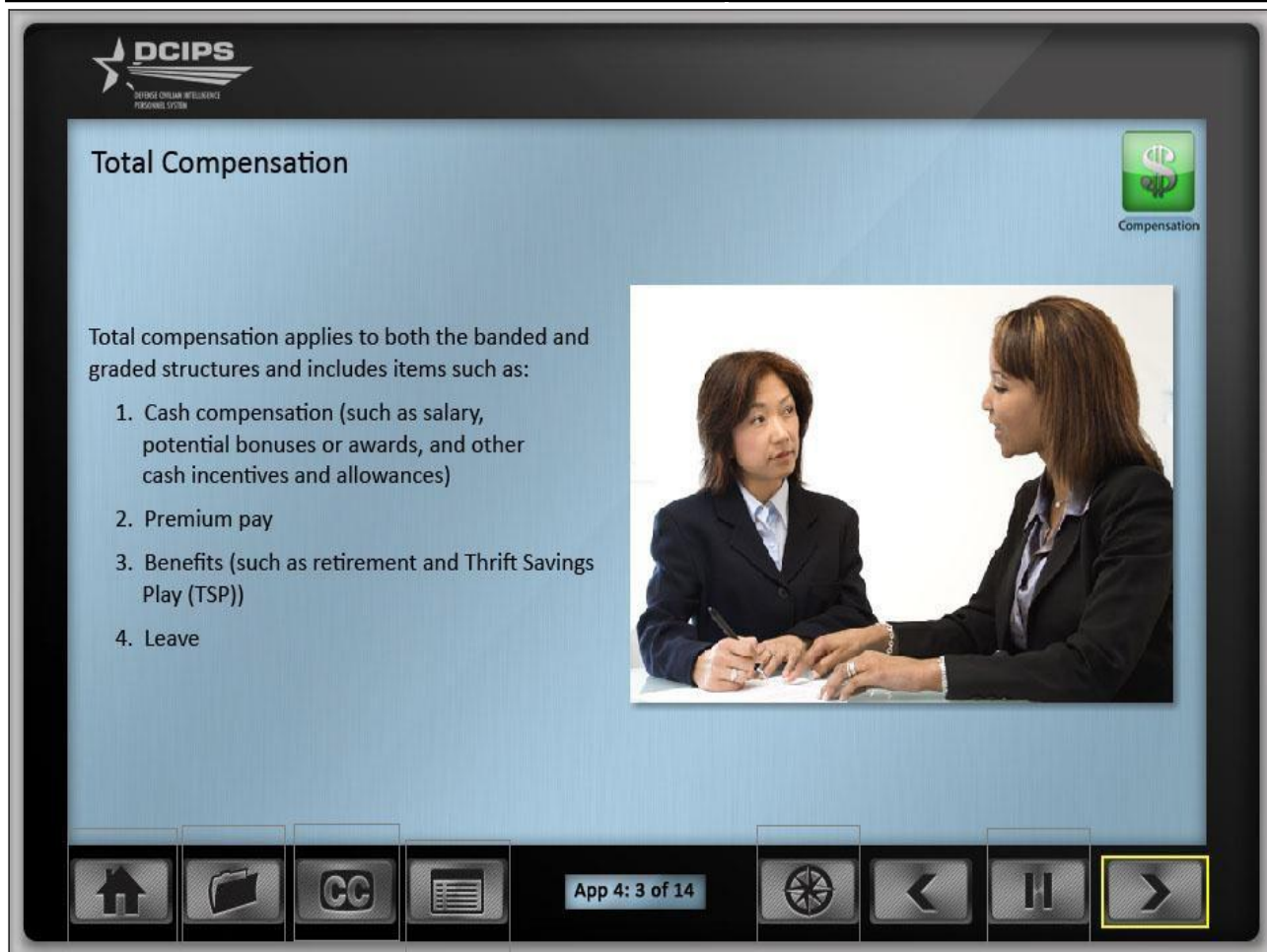


If you are in the banded structure, your performance and contributions to the mission may be recognized through performance based-pay increases, performance-based bonuses, and/or other awards.

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This is a presentation slide titled "Pay Structures" from the DCIPS 101 - Compensation module. The slide features a light blue background with a subtle diagonal line. On the left, there is a photograph of a middle-aged man with grey hair, wearing a dark suit and tie, standing with his arms crossed. In the top right corner, there is a small green icon with a white dollar sign and the word "Compensation" below it. The main text on the slide reads: "DCIPS Grades Employee" followed by "If you are in the graded structure, your performance and contributions may be recognized through a combination of recognition mechanisms, including performance-based bonuses and base-pay increase monetary awards". At the bottom of the slide, there is a navigation bar with several icons: a home icon, a folder icon, a CC icon, a list icon, a status indicator showing "App 4: 2 of 14", a compass icon, a left arrow icon, a pause icon, and a right arrow icon which is highlighted with a yellow border.

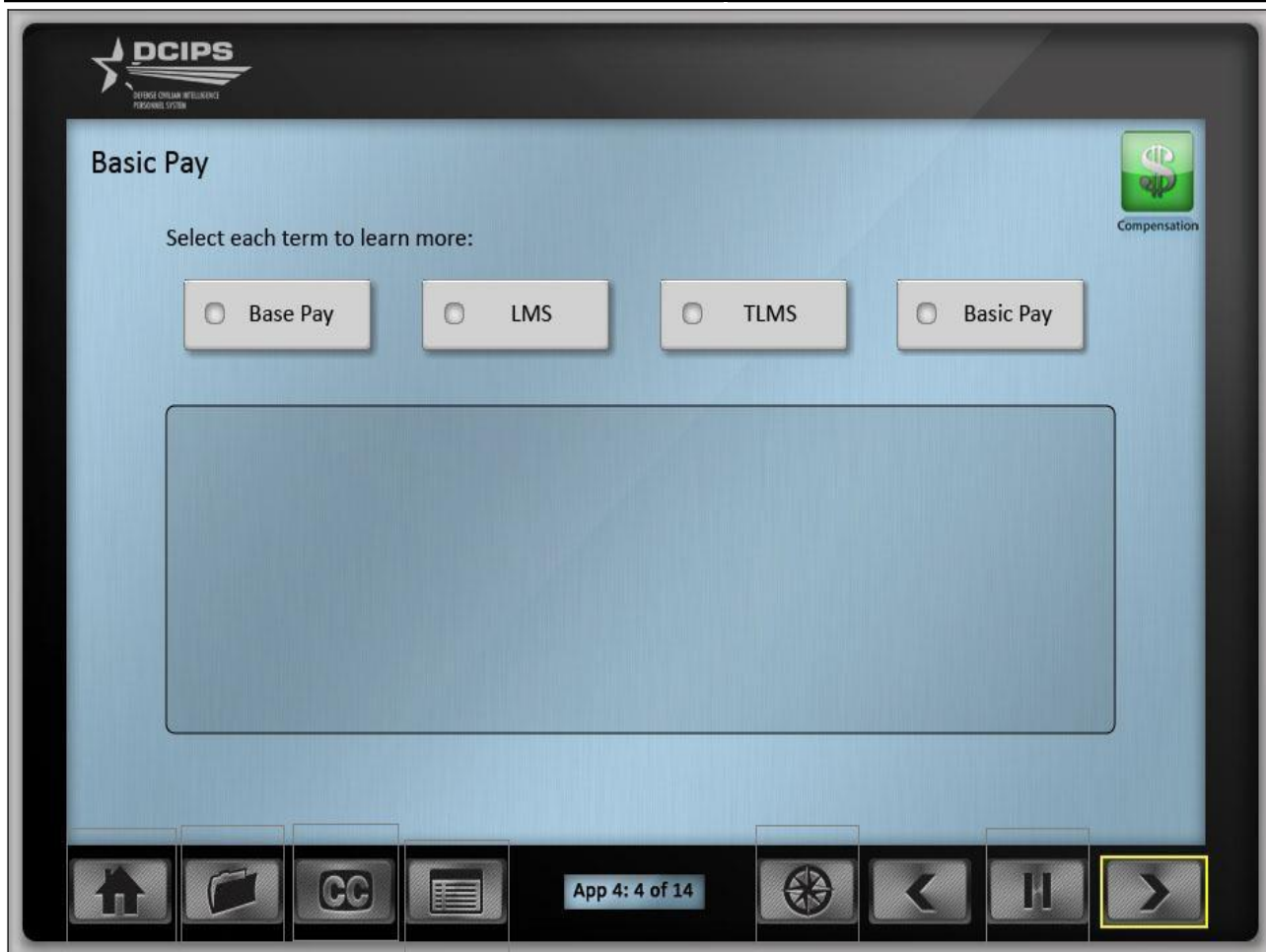
If you are in the graded structure, your performance and contributions may be recognized through a combination of recognition mechanisms, including performance-based bonuses and base-pay increase monetary awards.

This is a presentation slide titled "Total Compensation" from the DCIPS 101 series. The slide has a light blue background. In the top left corner is the DCIPS logo. In the top right corner is a green square icon with a white dollar sign and the word "Compensation" below it. The main text on the slide reads: "Total compensation applies to both the banded and graded structures and includes items such as:" followed by a numbered list: 1. Cash compensation (such as salary, potential bonuses or awards, and other cash incentives and allowances), 2. Premium pay, 3. Benefits (such as retirement and Thrift Savings Plan (TSP)), and 4. Leave. To the right of the list is a photograph of two women in business attire sitting at a table and talking. At the bottom of the slide is a navigation bar with several icons: a home icon, a folder icon, a CC icon, a list icon, a status indicator showing "App 4: 3 of 14", a compass icon, a back arrow icon, a pause icon, and a forward arrow icon which is highlighted with a yellow border.

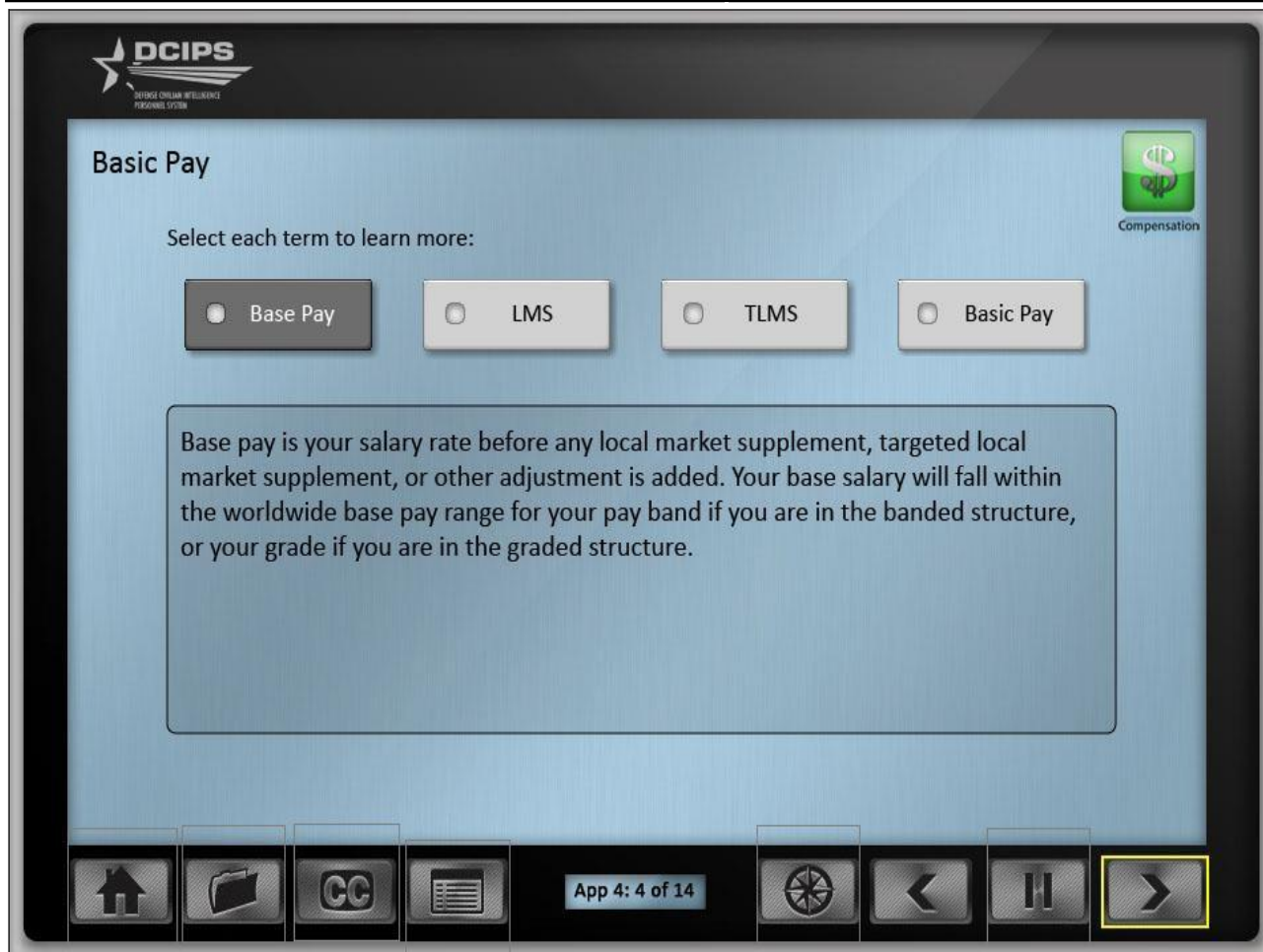
Regardless of whether you are in the banded or graded structure, the DCIPS compensation architecture focuses on total compensation. This means that your cash compensation, your salary and potential bonuses, are only one component of your total compensation.

Premium pay, other cash incentives and allowances, benefits, retirement, Thrift Savings Plan (TSP), and leave are examples of other items that make up your total compensation package.

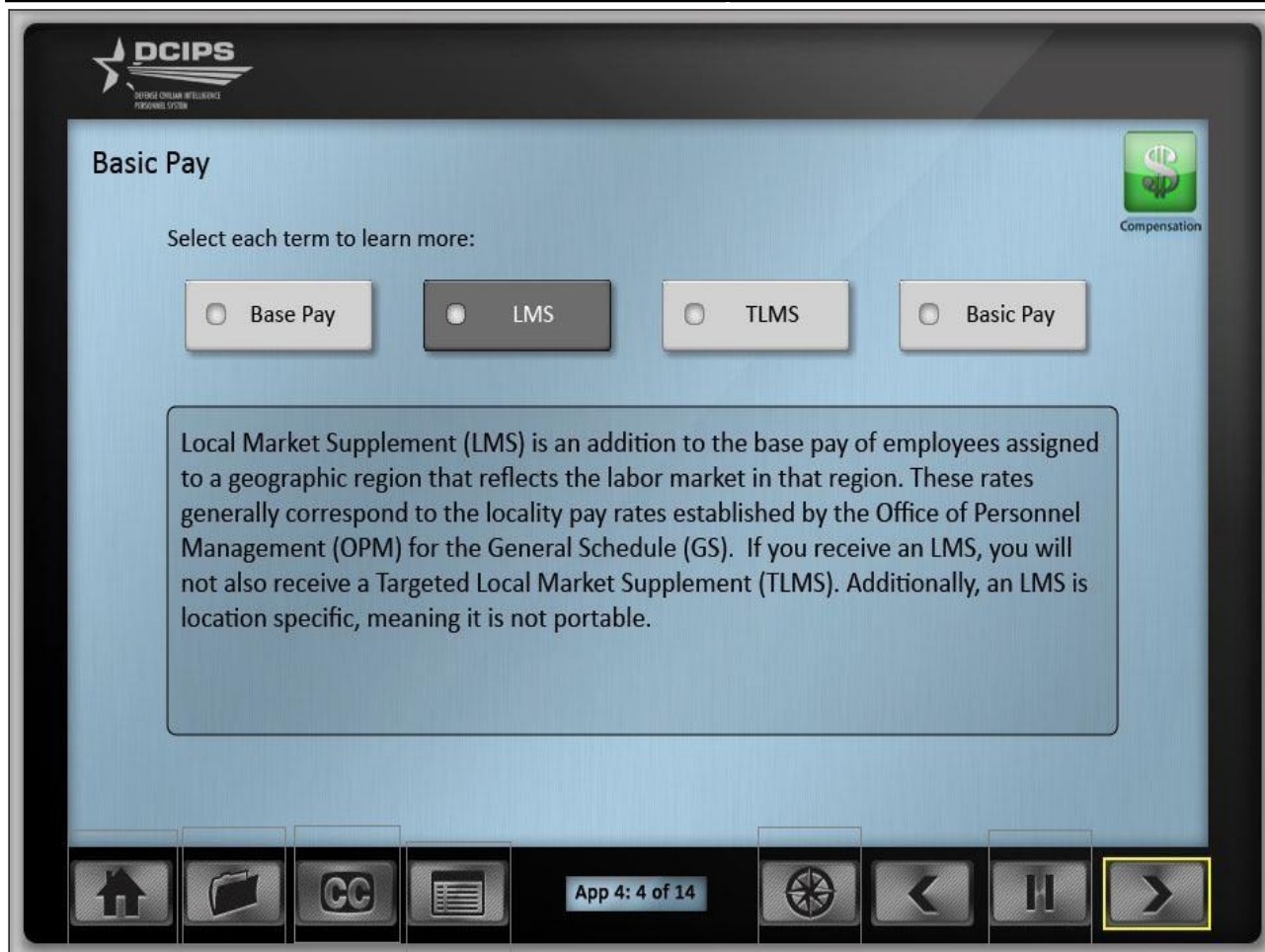
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Next, we will review the basic pay portion of your total compensation package. There are four key terms that will be reviewed...

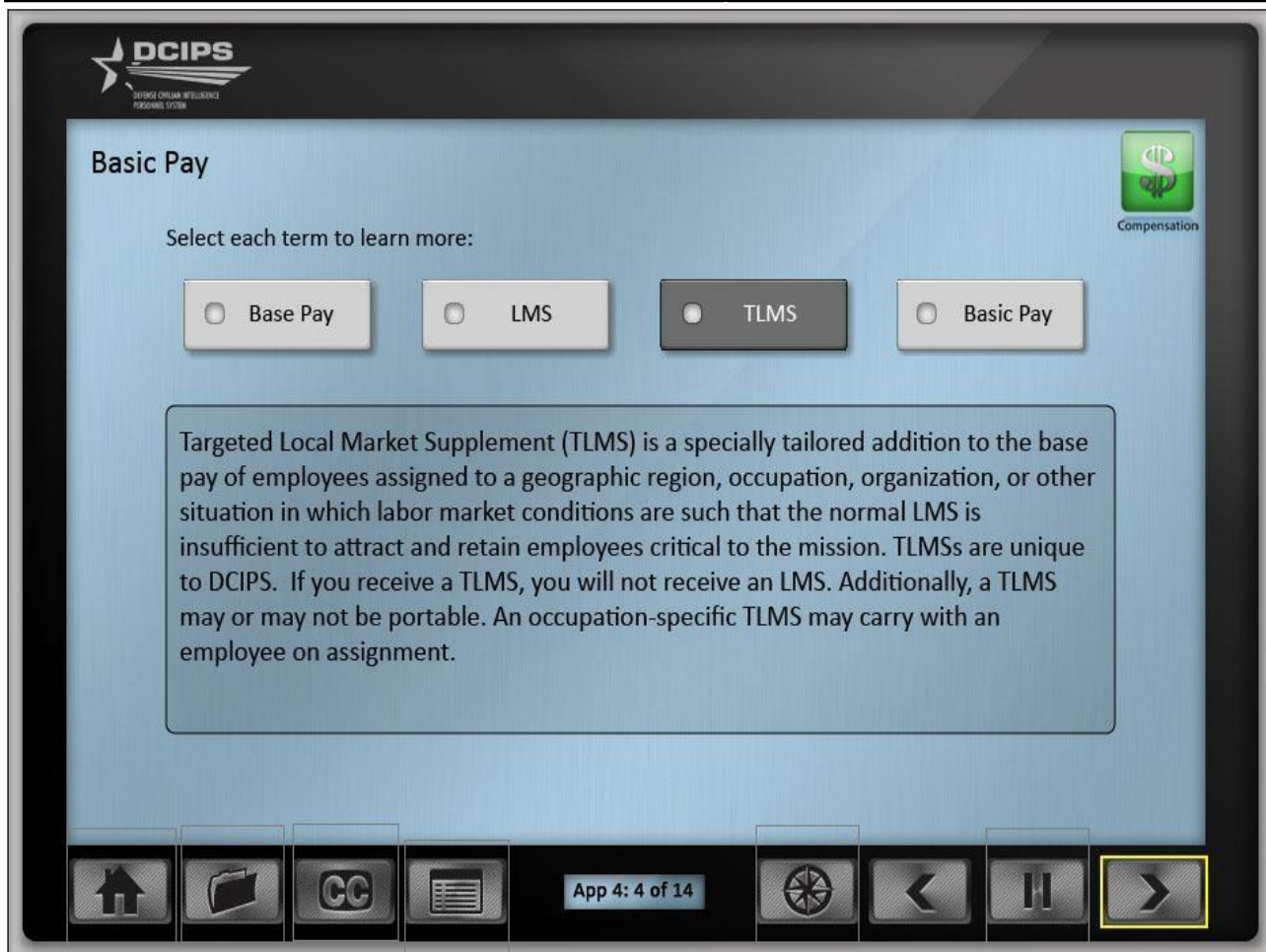


Base pay is your salary rate before any local market supplement, targeted local market supplement, or other adjustment is added. Your base salary will fall within the worldwide base pay range for your pay band if you are in the banded structure, or your grade if you are in the graded structure.



Local Market Supplement (LMS) is an addition to the base pay of employees assigned to a geographic region that reflects the labor market in that region. These rates generally correspond to the locality pay rates established by the Office of Personnel Management (OPM) for the General Schedule (GS).

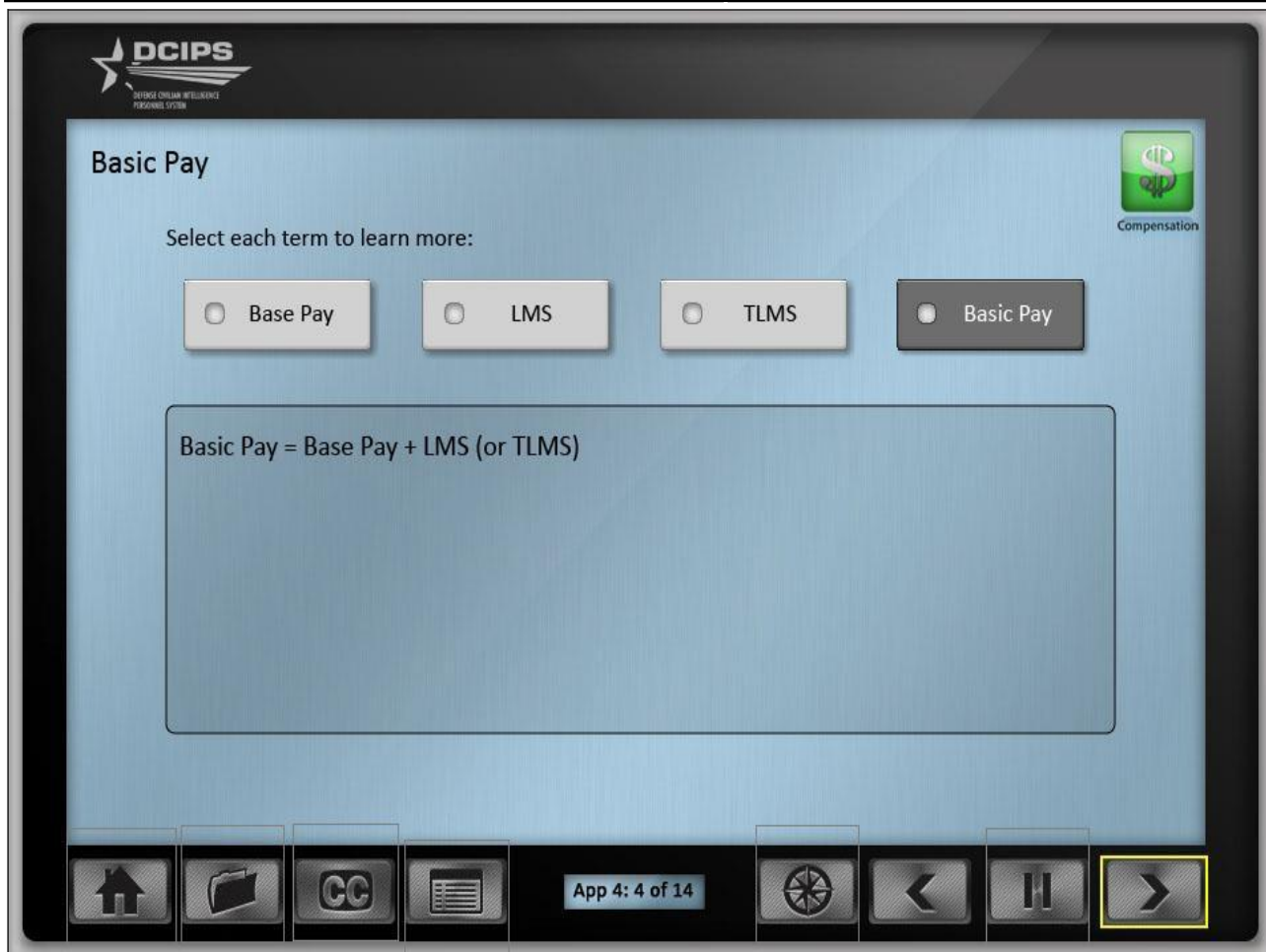
If you receive an LMS, you will not also receive a Targeted Local Market Supplement (TLMS). Additionally, an LMS is location specific, meaning it is not portable.



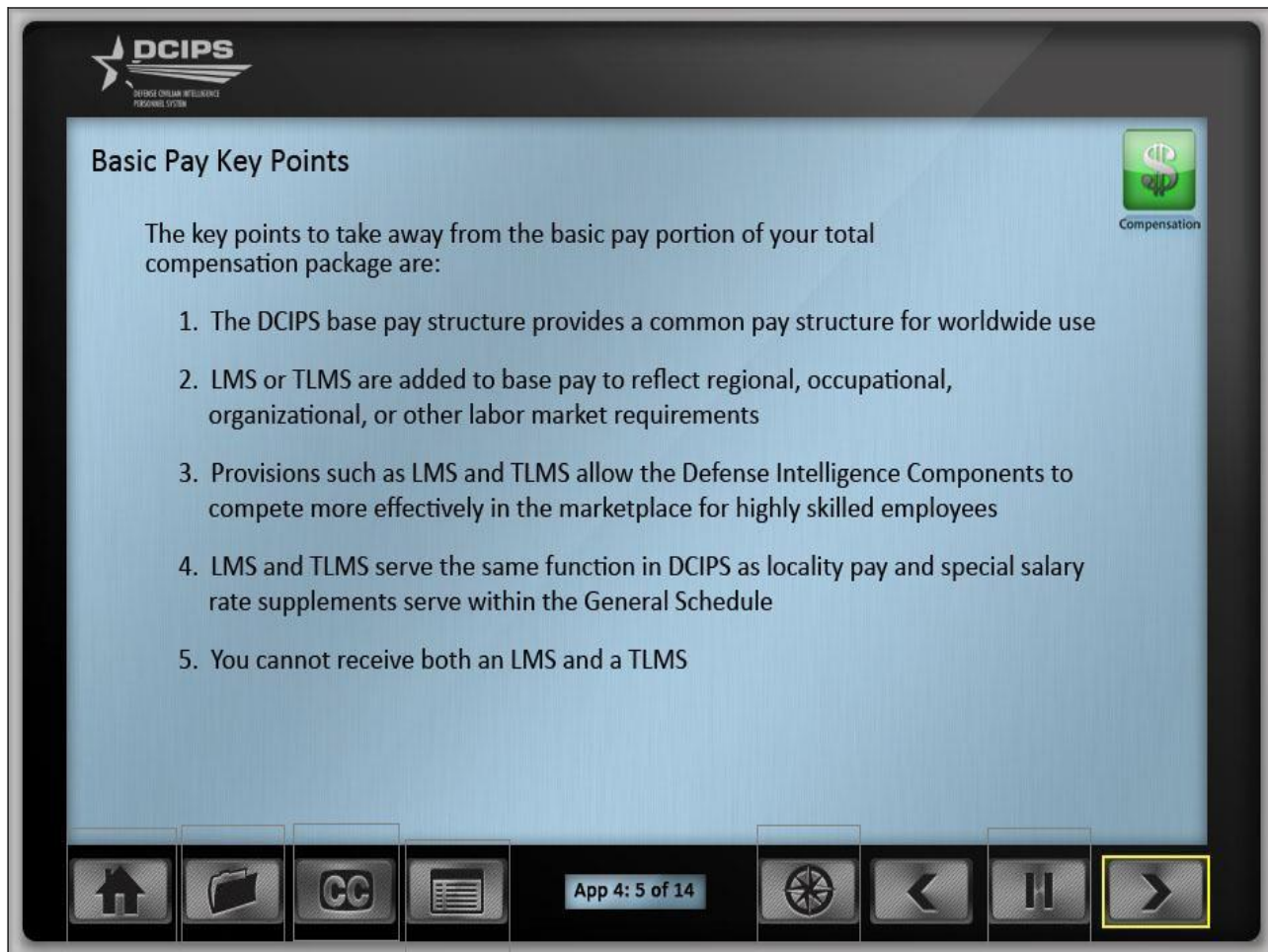
Targeted Local Market Supplement (TLMS) is a specially tailored addition to the base pay of employees assigned to a geographic area, occupation, organization, or other situation in which labor market conditions are such that the normal LMS is insufficient to attract and retain employees critical to the mission.

TLMSs are unique to DCIPS. If you receive a TLMS, you will not receive an LMS. Additionally, a TLMS may or may not be portable. An occupation-specific TLMS may carry with an employee to another position, but a geographic-specific TLMS will not.

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Basic Pay is your base pay plus your LMS or TLMS.

This is a screenshot of a presentation slide titled "Basic Pay Key Points". The slide is part of a DCIPS (Defense Civilian Intelligence Personnel System) presentation, as indicated by the logo in the top left corner. The slide content is as follows:

Basic Pay Key Points

The key points to take away from the basic pay portion of your total compensation package are:

1. The DCIPS base pay structure provides a common pay structure for worldwide use
2. LMS or TLMS are added to base pay to reflect regional, occupational, organizational, or other labor market requirements
3. Provisions such as LMS and TLMS allow the Defense Intelligence Components to compete more effectively in the marketplace for highly skilled employees
4. LMS and TLMS serve the same function in DCIPS as locality pay and special salary rate supplements serve within the General Schedule
5. You cannot receive both an LMS and a TLMS

In the top right corner, there is a small green icon with a white dollar sign and the word "Compensation" below it. At the bottom of the slide, there is a navigation bar with several icons: a home icon, a folder icon, a "CC" icon, a list icon, a status indicator showing "App 4: 5 of 14", a compass icon, a left arrow icon, a "H" icon, and a right arrow icon which is highlighted with a yellow border.

(Read slide for information.)

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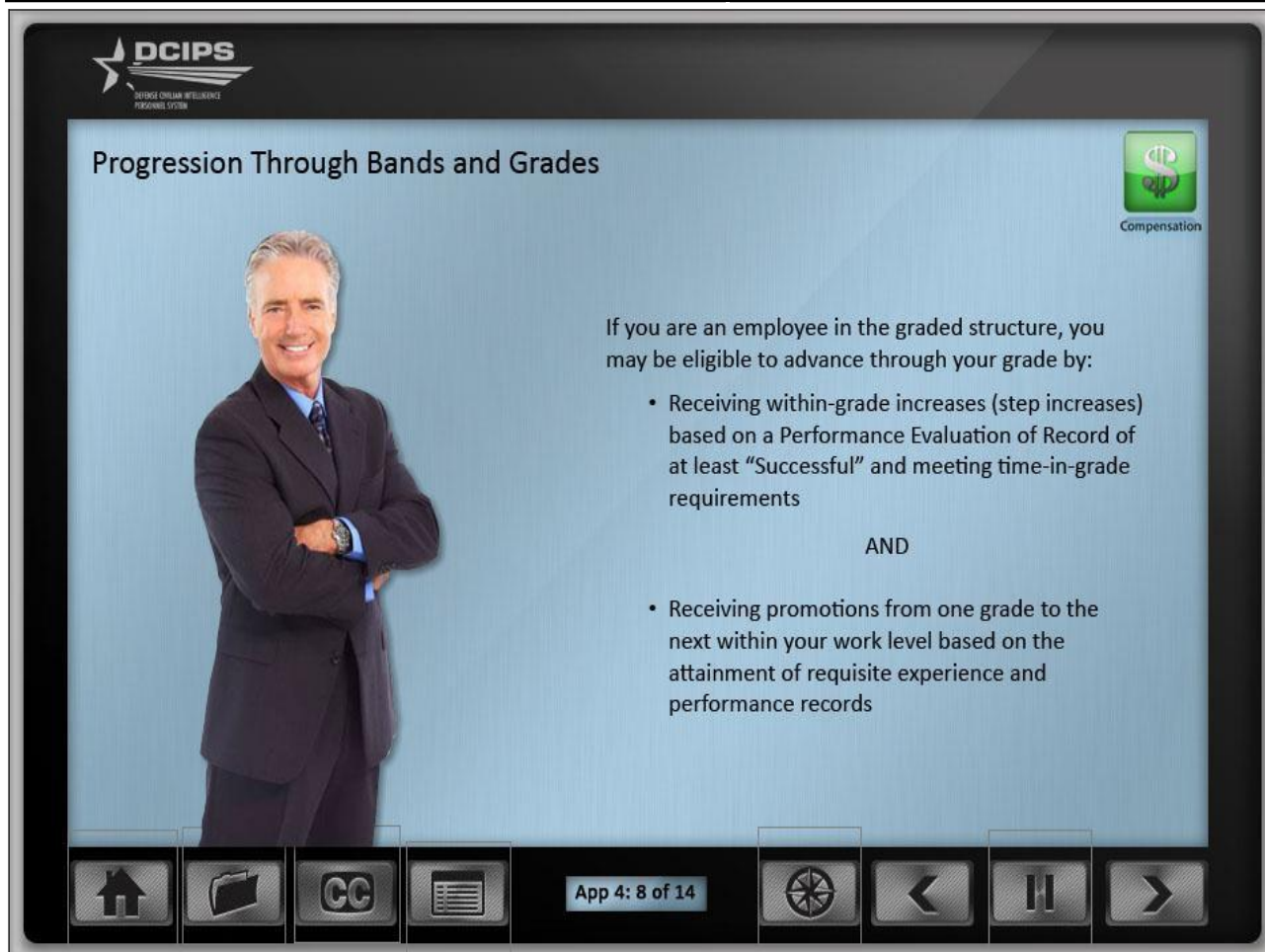


Next: how you will progress through the DCIPS Pay Bands if you are in the banded structure, or DCIPS Grades if you are in the graded structure.



If you are an employee in a pay banded compensation structure, you may be eligible to receive salary increases within your pay band based on annual Performance Evaluations of Record through your pay pool.

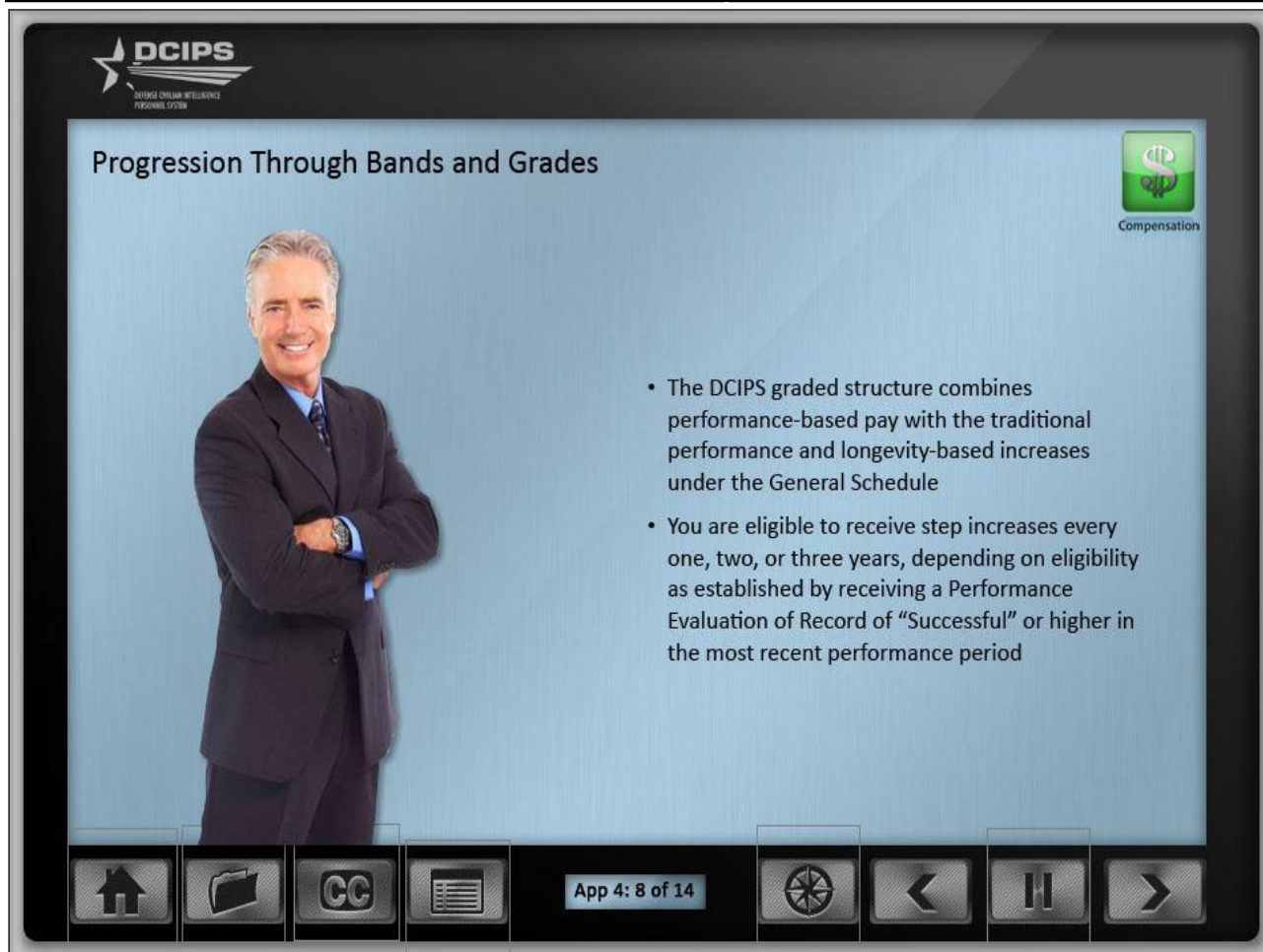
You may also be eligible to compete for promotions to the next higher pay band through your Component's promotion process. Employees in developmental progression programs may have special progression procedures that are Component specific.

A screenshot of a presentation slide titled "Progression Through Bands and Grades". The slide features the DCIPS logo in the top left corner and a "Compensation" icon in the top right corner. On the left side, there is a photograph of a man in a dark suit and blue shirt, standing with his arms crossed. The main text on the slide reads: "If you are an employee in the graded structure, you may be eligible to advance through your grade by:" followed by a bulleted list. The list includes: "Receiving within-grade increases (step increases) based on a Performance Evaluation of Record of at least 'Successful' and meeting time-in-grade requirements" and "Receiving promotions from one grade to the next within your work level based on the attainment of requisite experience and performance records". The word "AND" is centered between the two bullet points. At the bottom of the slide, there is a navigation bar with icons for home, folder, CC, list, and a status indicator "App 4: 8 of 14", along with navigation arrows and a compass icon.

If you are an employee in the graded structure, you may be eligible to advance through the grade in two ways:

1. By receiving within-grade increases (WGI) earned within your personal grade, which requires a Performance Evaluation of Record of at least Successful and meeting time-in-grade requirements
2. By receiving promotions from one grade to the next within your work level, based on the attainment of requisite experience and performance records.

Employees in developmental programs may also be promoted to higher grades through special progression procedures that are Component specific.

A presentation slide titled "Progression Through Bands and Grades" from the DCIPS system. The slide features a man in a suit on the left and a list of bullet points on the right. The bottom of the slide has a navigation bar with icons for home, folder, CC, list, and a status indicator "App 4: 8 of 14", along with navigation arrows.

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Progression Through Bands and Grades

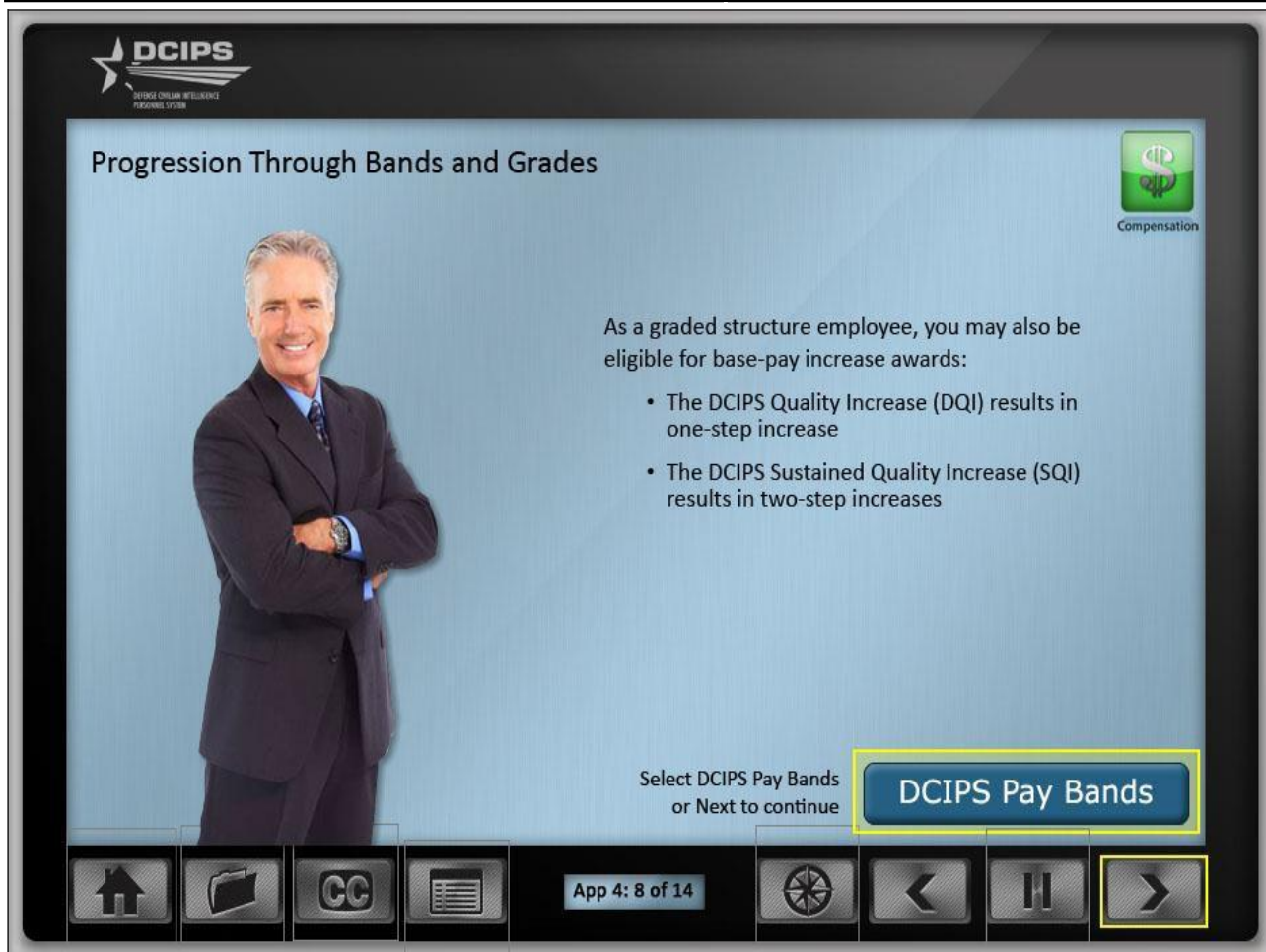
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- The DCIPS graded structure combines performance-based pay with the traditional performance and longevity-based increases under the General Schedule
- You are eligible to receive step increases every one, two, or three years, depending on eligibility as established by receiving a Performance Evaluation of Record of "Successful" or higher in the most recent performance period

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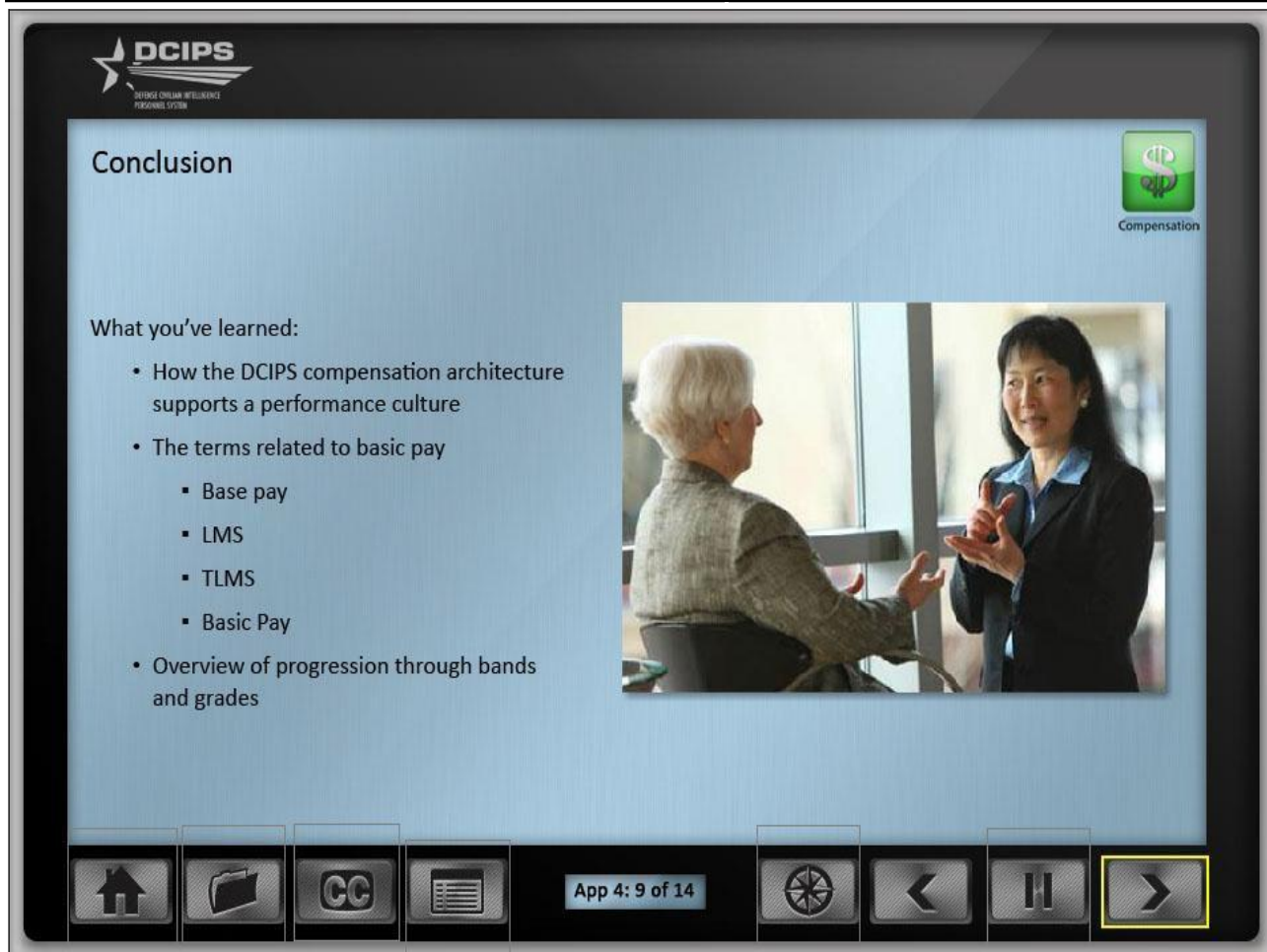
There are a couple of things to note about progression through DCIPS Grades.

First, the DCIPS graded structure combines performance-based pay with the traditional performance and longevity-based increases under the General Schedule. If you are an employee in the graded structure, you are eligible to receive step increases every one, two, or three years, depending on eligibility as established by receiving a Performance Evaluation of Record of "Successful" or higher in the most recent performance period.



Second, as an employee in the graded structure, you also may be eligible for base-pay increase monetary awards. The DCIPS Quality Increase, or DQI, results in one-step increase, while the DCIPS Sustained Quality Increase, or SQI, results in two-step increases.

These awards are the only mechanism by which you may advance into the extended range of the individual pay grades, beyond step 10, to the equivalent of the step 12 rate.

A screenshot of a presentation slide titled "Conclusion" from the DCIPS 101 - Compensation course. The slide is light blue with a DCIPS logo in the top left corner. In the top right corner, there is a green icon with a white dollar sign and the word "Compensation" below it. The main content area on the left lists "What you've learned:" followed by a bulleted list. On the right, there is a photograph of two women in an office setting. At the bottom, there is a navigation bar with several icons: a home icon, a folder icon, a Creative Commons icon, a list icon, a status bar showing "App 4: 9 of 14", a compass icon, a back arrow, a pause icon, and a forward arrow which is highlighted with a yellow border.

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Conclusion

What you've learned:

- How the DCIPS compensation architecture supports a performance culture
- The terms related to basic pay
 - Base pay
 - LMS
 - TLMS
 - Basic Pay
- Overview of progression through bands and grades

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In this presentation, we've reviewed how the DCIPS compensation architecture supports a performance culture, the four terms related to your basic pay, and a brief overview of progression through bands and grades. It's beyond the scope of this course to talk about the specific details of your total compensation package as it is unique to each employee. For additional questions you may have, please talk to your supervisor or Human Resources Professional.