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.
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.
There is one common DCIPS Occupational Structure. Within this common occupational structure, there are two separate but related pay structures, ...
... the banded structure and the graded structure. One pay structure is not better or worse than the other.
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.
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.
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.
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.
Basic Pay is your base pay plus your LMS or TLMS.
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

(Read slide for information.)
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.
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 (WGIs) 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.
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.
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.