DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-2
1000 ARMY PENTAGON
WASHINGTON, DC 20310-1000

DAMI-CP 8 December 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: NDAA and the DCIPS Interim Period

1. Reference: USD(I) Memorandum, 03 November 09, Subject: The Way Forward on the Defense Civilian Intelligence Personnel System

2. On 28 October 2009, the National Defense Authorization Act for Fiscal Year 2010 (NDAA FY2010) was signed into law. The Act does not repeal or terminate DCIPS but it does suspend certain Secretary of Defense DCIPS pay setting authorities through 31 December 2010 to allow for an independent review of the program. Due to this suspension, USD(I) made a decision to identify the time between 28 October 2009 and 31 December 2010 as the **DCIPS Interim period**.

3. The USD(I) and members from the DoD Intelligence Community, to include Army Intelligence, are in the process of evaluating the impact of the NDAA language on DCIPS pay administration policy and procedures. This working group is providing interim policy, common communications, messaging and tools to ensure everyone in the Defense Intelligence community receives consistent information.

4. Listed below are some of the key aspects of the DoD DCIPS Interim period.

   a. You will not experience a loss in pay as a result of the DCIPS Interim rules.

   b. Your position remains classified to a DCIPS pay band, work category and work level under the DCIPS occupational structure.

   c. The DCIPS occupational band structure will be overlaid with the GS/GG structure for pay setting purposes. This will provide for your alignment to a GS/GG grade, known as a GG Equivalent (GGE).

   d. You do not need to do anything or take any action for this alignment.

   e. You and your supervisor will continue to follow the DCIPS performance management policies and process as prescribed in DoD Volume 2011 and Army Policy Volume 2011. Therefore, you will still go through the DCIPS midpoint performance management process beginning on 1 February 2010.

   f. During the DCIPS Interim period, DoD Component 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 a part of the pay pool process.

g. You will receive 100 percent of the 2010 general pay increase (GPI), unless your salary exceeds the step 10 rate of your GGE, or you are on retained pay. In this case, you will receive 50% of the GPI to the step 10 rate of your GGE. If applicable, you will also receive a local market supplement (LMS) increase equal to the locality pay increase for your official work location.

h. DCIPS employees assigned Outside the Continental United States (OCONUS) will continue to receive a targeted local market supplement (TLMS) equivalent to the Washington, DC, locality rate. TLMS rates in effect for polygraphers will continue. However, employees in non-foreign areas may be impacted by separate NDAA FY2010 provisions related to non-foreign area allowances. This office is awaiting OSD guidance and will provide further information when available.

i. The GPI, LMS and TLMS adjustments will be effective the first full pay period in January 2010.

j. If eligible, you will receive a periodic increase, equivalent to a GS/GG step increase, in calendar year 2010.

5. The Intelligence Personnel Management Office (IPMO) Transition Team has prepared the enclosed NDAA Toolkit, coupled with this memo, to provide you with the information you need to understand the NDAA impacts, the DCIPS Interim period and how you will be affected.

a. The *NDAA Frequently Asked Questions (FAQs)* provide answers to common questions regarding NDAA and the DCIPS Interim period. We will update the FAQs with questions we receive through the Army DCIPS website.

b. The *NDAA's Impact on DCIPS and You Fact Sheet* provides an overview of the impact of NDAA on DCIPS and the Army Intelligence community.

c. The *Pay Pools and Quality Step Increases Fact Sheet* provides information on the pay pool process and Quality Step Increases (QSIs) during the DCIPS Interim period.

d. The *DCIPS Interim Pay Increases Fact Sheet* provides information on the types of pay increases that are available during the DCIPS Interim period.

e. The *Determination of GGE Fact Sheet* provides information on how an employee's GGE will be determined.

6. Once again, I would like to express my appreciation for your patience and support during this interim period. We have come a long way; so let us stay engaged and continue to work together. Additional information can be found by accessing the Army DCIPS website at http://www.dami.army.pentagon.mil/site/dcips/. The Army DCIPS point of contact is Mark Johnson, (703) 695-3689 or Mark.Johnson4@us.army.mil or the undersigned.

Encls

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