



Army DCIPS Transition Fact Sheet
Setting Salary for Engineer and Information
Technology Specialist
30 March 2012



References:

- (a) OUSD (I) DCIPS Transition Guidance, March 2011
- (b) Army Appendix C, DCIPS Transition Technical Guidance, 30 September 2011
- (c) OUSD (I) Memorandum, subject: Setting Pay for Defense Intelligence Employees in Occupations Covered by Federal Special Salary Rates or Other Pay Authorities, 30 March 2012

1. For Army to be competitive and provide some parity within our blended organizations of DCIPS and non-DCIPS employees we will compensate our engineer and information technology specialist employees commensurate with the OPM salary structure Special Salary Rate (SSR).

2. Intent is as follows: To be competitive in recruiting and retaining our DCIPS workforce using DCIPS flexibilities, Army IC has the flexibility to set pay for employees whose occupations would be covered by a SSR under the General Schedule (GS) commensurate with the applicable OPM SSR minimum rate range and no higher than the maximum of the locality salary table rate range for the GG grade assigned.

3. Employee categories for transition purposes:

a. Employees who converted to the pay banded system in July 2009 from positions covered by an SSR carried the SSR supplement into their DCIPS pay, so no further adjustment is appropriate. Upon transition, the pay of these employees will be aligned to a step in accordance with published transition guidance.

b. Employees hired after conversion into the pay banded system (July 2009) will have their transition salaries set commensurate with the applicable OPM SSR rates (specifically, pay will be set at a dollar amount no lower than the minimum SSR rate range, and no higher than the locality table rate range for the GG grade assigned). See example 1 below.

c. Employees hired post-transition will have their salaries set no lower than a dollar amount equivalent to Step 1 of the SSR table that applies to GS employees at the same grade in the same locality area; and no higher than step 10 of the applicable locality salary table rate range for the assigned GG grade. Future pay setting actions may not place pay above step 10 of the locality salary table rate range for the assigned GG grade. See example 2 below.

Example 1: Employee in pay band 1 will transition to a GG-2210-07 position with an adjusted salary = \$39,000

2012 DCIPS GG Grades with Washington-Baltimore-Northern VA Local Market Supplement											Extended Range*	
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Max.	Step Increase
GG 7	\$42,209	\$43,616	\$45,024	\$46,431	\$47,838	\$49,246	\$50,653	\$52,061	\$53,468	\$54,875	\$57,689	\$1,407
GG 9	\$51,630	\$53,350	\$55,070	\$56,791	\$58,511	\$60,232	\$61,952	\$63,673	\$65,393	\$67,114	\$70,556	\$1,721
GG 11	\$62,467	\$64,548	\$66,630	\$68,712	\$70,794	\$72,876	\$74,958	\$77,040	\$79,122	\$81,204	\$85,368	\$2,082

2012 OPM Special Salary Table 999C (occupational series 2210, 1550, 0854)										
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10
GS 7	\$45,872	\$47,401	\$48,931	\$50,460	\$51,990	\$53,519	\$55,049	\$56,579	\$58,108	\$59,638
GS 9	\$54,032	\$55,832	\$57,633	\$59,433	\$61,234	\$63,034	\$64,835	\$66,635	\$68,436	\$70,236
GS 11	\$60,344	\$62,356	\$64,367	\$66,378	\$68,389	\$70,400	\$72,412	\$74,423	\$76,434	\$78,445

In this example the employee was hired post conversion into the pay banded system (July 2009) and will transition to a GG-07 grade. The employee's adjusted salary will need to be set at a dollar amount no lower than the minimum SSR rate range of the GS-07 grade, \$45,872. The GS-07 salary of \$45,872 is between GG-07/step 3 and GG-07/step 4 of the locality table. The employee's adjusted salary will be set at the GG-07/step 4, \$46,431.

Subsequent promotion actions will follow the same process, ensuring salaries are set no lower than the dollar amount equivalent to step 1 of the SSR table that applies to GS employees at the same grade in the same locality area, and not higher than step 10 of the locality salary table rate range for the assigned GG-Grade.

Promotion to the GG-09 will follow standard DCIPS (and GS) promotion rules by adding two steps to the employee's salary of \$46,431 for a salary of \$49,246. The \$49,246 salary amount is below the minimum GS-09 SSR rate range of \$54,032. The SSR rate range salary of \$54,032 is between GG-09/step2 and GG-09/step3 of the locality table. The employee's adjusted salary will be set at the GG-09/step3, \$55,070.

*Extended Range only for performance/award based increases

Example 2: Employee is selected for a GG-2210-09 position.

2012 DCIPS GG Grades with Rest of U.S. (RUS) Local Market Supplement											Extended Range*	
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Max.	Step Increase
GG 7	\$38,790	\$40,084	\$41,377	\$42,671	\$43,964	\$45,258	\$46,551	\$47,844	\$49,138	\$50,431	\$53,017	\$1,293
GG 9	\$47,448	\$49,029	\$50,611	\$52,192	\$53,773	\$55,354	\$56,935	\$58,516	\$60,097	\$61,678	\$64,840	\$1,581
GG 11	\$57,408	\$59,321	\$61,234	\$63,148	\$65,061	\$66,974	\$68,888	\$70,801	\$72,714	\$74,628	\$78,456	\$1,914

2012 OPM Special Salary Table 999B (occupational series 2210, 1550, 0854)										
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10
GS 7	\$45,192	\$46,699	\$48,206	\$49,713	\$51,220	\$52,727	\$54,233	\$55,740	\$57,247	\$58,754
GS 9	\$54,032	\$55,832	\$57,633	\$59,433	\$61,234	\$63,034	\$64,835	\$66,635	\$68,436	\$70,236
GS 11	\$59,339	\$61,316	\$63,294	\$65,272	\$67,249	\$69,227	\$71,205	\$73,182	\$75,160	\$77,138

In this example the employee was selected for a GG-2210-09 position. The employee will have his/her salaries set no lower than a dollar amount equivalent to GS-09/step 1 of the SSR table (\$54,032) and no higher than GG-9/step 10 of the locality salary table rate range (\$61,678). Future pay setting actions may not place pay above step 10 of the locality salary table rate range for the assigned GG grade.

*Extended Range only for performance/award based increases