

**Appendix A –
DCIPS Conversion Calculator Language Related to Conversion of
Special Salary Rates**

Local market supplements (LMSs) are additional payments to employees in specified local market areas. They are established in response to labor market conditions that are not fully addressed by pay band rate ranges. LMSs replace locality pay and special salary rates in DCIPS. There are no special salary rates in DCIPS.

All special salary rates are canceled upon conversion to DCIPS. Special salary rates will, in most cases, be subsumed within the broader pay ranges of the DCIPS pay bands (including the addition of the standard local market supplement). Employees whose salary exceeds the pay band maximum (plus the applicable LMS) will convert to DCIPS without a loss in pay, and the employee is entitled to pay retention until the pay band subsumes their salary.

For employees on special salary rates who are working within the contiguous United States at the time of conversion, their GG adjusted salary (including any special salary rate supplement) will be the same as their DCIPS adjusted salary (base rate plus local market supplement).

Employees on special salary rates who are working in overseas locations will retain the same base pay, but the GG special rate supplement will be replaced with the DCIPS overseas Targeted Local Market Supplement (TLMS).