



Prepared by USD(I) DCIPS PEO
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Nature of Action Code for DCIPS Transition

This fact sheet provides general information concerning the personnel action to be processed for the transition to DCIPS Grades. For specific guidance relating to the transition, please refer to the document 'DCIPS Transition Guidance' which can be found on the DCIPS web site at <http://dcips.dtic.mil>. For specific guidance relating to processing these actions in the Defense Civilian Personnel Data System (DCPDS), refer to the DCIPS Manual Transition Users Guide and the DCIPS Mass Transition Users Guide.

Nature of Action Code (NOAC) and Nature of Action (NOA)

The Nature of Action Code (NOAC) and Nature of Action (NOA) for the personnel action to be used to document the change from the IA pay band to the GG grade is '890 Miscellaneous Pay Adjustment' which will appear as 'Misc Pay Adj' in block 5-B on the Notification of Personnel Action (SF-50).

Legal Authority Code (LAC) and Legal Authority (LA)

The Legal Authority Code (LAC) to be used for this NOA is 'UAM'. The Legal Authority (LA) for this LAC is '10 U.S.C. 1601'.

Remarks for Notification of Personnel Action (SF-50)

Remark 'Transition to GG from IA IAW SECDEF Memorandum dated August 04, 2010' is to be used for this personnel action. Any additional remarks as required by the Guide to Personnel Actions (GPPA), Chapter 17, are to be added to the Remarks.

Pay Rate Determinant (PRD)

The following pay rate determinants (PRD) will be used when processing NOA 890 or subsequent actions:

- PRD 0 Regular Rate: This code will be used for all employees whose rate is set to Step 1 thru Step 10 of the DCIPS grade.
- PRD 2 Saved Rate - Indefinite: This code will continue to be used for those employees whose basic pay (including LMS or TLMS) exceeds Executive Level IV but not more than 5% above Executive Level IV prior to enactment of NDAA FY 2010. This code will also be used for DCIPS employees in non-foreign OCONUS areas whose basic pay on January 15,

2012, exceeds level IV of the Executive Schedule and are placed on pay retention in accordance with NAREAA.

- PRD 4 Saved Rate - Other: This code will be used for all employees whose rate exceeds Step 10 of the DCIPS grade but is equal to or below the maximum of the extended base rate range (equivalent to the step 12 rate for the grade). This will be used in conjunction with Step 00.
- PRD J Retained Pay - Same Position: This code will be used for all employees whose base rate of pay exceeds the maximum of the extended rate range (equivalent to the step 12 rate for the grade).
- PRD K Retained Pay - Different Position: This code will be used for all employees whose base rate of pay exceeds the maximum of the extended rate range (equivalent to the step 12 rate for the grade) and is occupying a different position than that held before this action.