

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)**

GG Grade Ranges for 2016

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum (Extended Range)	WGI
GG 01	\$18,343	\$18,956	\$19,566	\$20,173	\$20,783	\$21,140	\$21,743	\$22,351	\$22,375	\$22,941	\$24,073	Varies
GG 02	\$20,623	\$21,114	\$21,797	\$22,375	\$22,629	\$23,295	\$23,961	\$24,627	\$25,293	\$25,959	\$27,291	Varies
GG 03	\$22,502	\$23,252	\$24,002	\$24,752	\$25,502	\$26,252	\$27,002	\$27,752	\$28,502	\$29,252	\$30,752	\$750
GG 04	\$25,261	\$26,103	\$26,945	\$27,787	\$28,629	\$29,471	\$30,313	\$31,155	\$31,997	\$32,839	\$34,523	\$842
GG 05	\$28,262	\$29,204	\$30,146	\$31,088	\$32,030	\$32,972	\$33,914	\$34,856	\$35,798	\$36,740	\$38,624	\$942
GG 06	\$31,504	\$32,554	\$33,604	\$34,654	\$35,704	\$36,754	\$37,804	\$38,854	\$39,904	\$40,954	\$43,054	\$1,050
GG 07	\$35,009	\$36,176	\$37,343	\$38,510	\$39,677	\$40,844	\$42,011	\$43,178	\$44,345	\$45,512	\$47,846	\$1,167
GG 08	\$38,771	\$40,063	\$41,355	\$42,647	\$43,939	\$45,231	\$46,523	\$47,815	\$49,107	\$50,399	\$52,983	\$1,292
GG 09	\$42,823	\$44,250	\$45,677	\$47,104	\$48,531	\$49,958	\$51,385	\$52,812	\$54,239	\$55,666	\$58,520	\$1,427
GG 10	\$47,158	\$48,730	\$50,302	\$51,874	\$53,446	\$55,018	\$56,590	\$58,162	\$59,734	\$61,306	\$64,450	\$1,572
GG 11	\$51,811	\$53,538	\$55,265	\$56,992	\$58,719	\$60,446	\$62,173	\$63,900	\$65,627	\$67,354	\$70,808	\$1,727
GG 12	\$62,101	\$64,171	\$66,241	\$68,311	\$70,381	\$72,451	\$74,521	\$76,591	\$78,661	\$80,731	\$84,871	\$2,070
GG 13	\$73,846	\$76,308	\$78,770	\$81,232	\$83,694	\$86,156	\$88,618	\$91,080	\$93,542	\$96,004	\$100,928	\$2,462
GG 14	\$87,263	\$90,172	\$93,081	\$95,990	\$98,899	\$101,808	\$104,717	\$107,626	\$110,535	\$113,444	\$119,262	\$2,909
GG 15	\$102,646	\$106,068	\$109,490	\$112,912	\$116,334	\$119,756	\$123,178	\$126,600	\$130,022	\$133,444	\$140,288	\$3,422

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015.

* The extended range is available to employees through receipt of performance-based awards, and is not accessible through longevity-based within-grade increases.

Effective Date: January 10, 2016

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2016**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$18,343	\$47,846
Band 2	\$35,009	\$64,450
Band 3	\$51,811	\$100,928
Band 4	\$73,846	\$119,262
Band 5	\$102,646	\$140,288

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015

Effective Date: January 10, 2016

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2016 Local Market Supplements (LMS)**

Area	Local Market Supplement (LMS) Rate
Alaska	25.16%
Albany-Schenectady, NY	14.49%
Albuquerque-Santa Fe-Las Vegas, NM	14.37%
Atlanta—Athens-Clarke County—Sandy Springs, GA-ALL	19.58%
Austin-Round Rock, TX	14.51%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	25.19%
Buffalo- Cheektowaga, NY	17.31%
Charlotte-Concord, NC-SC	14.44%
Chicago-Naperville- IL-IN-WI	25.44%
Cincinnati-Middletown-Marysville, OH-KY-IN	18.76%
Cleveland-Akron-Canton, OH .	18.87%
Colorado Springs, CO	14.52%
Columbus-Marion-Zanesville, OH .	17.41%
Dallas-Fort Worth, TX	21.04%
Davenport-Moline, IA-IL	14.43%
Dayton-Springfield-Sidney, OH .	16.50%
Denver-Aurora, CO .	22.93%
Detroit-Warren-Ann Arbor, MI .	24.40%
Harrisburg-Lebanon, PA	14.47%
Hartford-West Hartford CT-MA	26.20%
Hawaii	16.81%
Houston-The Woodlands, TX .	29.11%
Huntsville-Decatur-Albertville, AL. .	16.37%
Indianapolis-Carmel-Muncie, IN. .	14.92%
Kansas City-Overland Park-Kansas City, MO-KS	14.49%
Laredo, TX	14.59%
Las Vegas-Henderson, NV-AZ	14.55%
Los Angeles-Long Beach, CA	27.65%
Miami-Fort Lauderdale-Port St. Lucie, FL	21.05%
Milwaukee-Racine-Waukesha, WI .	18.39%
Minneapolis-St. Paul, MN-WI	21.30%
New York-Newark, NY-NJ-CT-PA	29.20%
Palm Bay-Melbourne-Titusville, FL	14.42%
Philadelphia-Reading-Camden, PA-NJ-DE-MD .	22.22%
Phoenix-Mesa-Scottsdale, AZ .	17.12%
Pittsburgh-New Castle- Weirton, PA-OH-WV	16.68%
Portland-Vancouver-Salem, OR-WA .	20.69%
Raleigh-Durham-Chapel Hill, NC .	17.94%
Richmond, VA. .	16.76%
Sacramento--Roseville, CA-NV	22.61%
San Diego-Carlsbad, CA	24.73%

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San Jose-San Francisco-Oakland, CA	35.75%
Seattle-Tacoma, WA. .	22.26%
St. Louis-St. Charles-Farmington, MO-IL	14.49%
Tucson-Nogales, AZ	14.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	24.78%
Rest of U.S. (including Guam and Puerto Rico)	14.35%

AUTHORITY: These Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$160,300.

Effective Date: January 10, 2016

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2016 Foreign Area Targeted Local Market Supplements (TLMS)

Occupational Series	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Locations
All Foreign Locations

GEOLOC Code
Various

Pay Band	Percentage
All	24.78%

AUTHORITY: These Targeted Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$160,300

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2016 Hawaii Targeted Local Market Supplements (TLMS) for Information Technology, Computer Science, and Engineering

Occupational Series	Occupation Name/Title
1550, 2210, and all 0800 series engineering occupations	Information Technology Specialist, Computer Scientist, Engineers

Locations
Hawaii (City and County of Honolulu, and County of Maui)

GEOLOC Code
150000009, 150310003, 150585003, 151885003, 152400003, 155400003, 158205003, 158206003, 158725003, 158803003, 159700003, 159998003

Grades	Percentage
GG 07 through 12	23.91%

AUTHORITY: These Targeted Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$160,300.

Effective date: January 10, 2016

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2016 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule A

Occupational Series*	Occupation Name/Title
0080, 0132, 1801, 1810	Various

* Applies only to employees whose primary duty is conducting and/or quality checking polygraph exams, or directly supervising employees conducting polygraph exams.

Location
Within the Contiguous United States and Non-Foreign Areas Outside the Contiguous United States

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	10%
IA 03 / GG 11-13 / Full Performance	8%
IA 04 / GG 13-14 / Senior	6%
IA 05 / GG 15 / Expert	2%

** Percentages are added on to the Local Market Supplements in effect for the employee's local market area.

NOTE: Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$160,300).

Effective Date: January 10, 2016

Defense Intelligence Civilian Personnel System (DCIPS)

2016 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule B

Occupational Series*	Occupation Name/Title
0080, 0132, 1801	Various

* Applies only to employees whose primary duty is conducting and/or quality checking polygraph exams, or directly supervising employees conducting polygraph exams.

Location
All Foreign Areas

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	34.22%
IA 03 / GG 11-13 / Full Performance	32.22%
IA 04 / GG 13-14 / Senior	30.22%
IA 05 / GG 15 / Expert	26.22%

** These TLMS rates apply in lieu of the DCIPS Foreign Area TLMS.

STATEMENT: Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: These Targeted Local Market Supplements are authorized under DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$160,300).

Effective Date: January 10, 2016