

OFFICE OF THE UNDER SECRETARY OF DEFENSE

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APR 2 2019

MEMORANDUM FOR DIRECTOR FOR HUMAN RESOURCES, DEFENSE INTELLIGENCE AGENCY

DIRECTOR, HUMAN CAPITAL MANAGEMENT OFFICE, DEFENSE SECURITY SERVICE

CHIEF HUMAN CAPITAL OFFICER, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY

DIRECTOR, OFFICE OF STRATEGIC HUMAN CAPITAL, NATIONAL RECONNAISSANCE OFFICE

CHIEF HUMAN CAPITAL OFFICER, NATIONAL SECURITY AGENCY

ASSISTANT DEPUTY CHIEF OF STAFF, G2 HEADQUARTERS DEPARTMENT OF THE ARMY

CHIEF HUMAN CAPITAL OFFICER, NAVAL INTELLIGENCE ACTIVITY

ASSISTANT DIRECTOR OF INTELLIGENCE FOR WORKFORCE DEVELOPMENT/CHIEF HUMAN CAPITAL OFFICER, MARINE CORPS INTELLIGENCE ACTIVITY

DIRECTOR, STRATEGY, PLANS, DOCTRINE, AND FORCE DEVELOPMENT, AIR FORCE INTELLIGENCE RECONNAISSANCE AND SURVEILLANCE

DIRECTOR FOR HUMAN RESOURCES, WASHINGTON HEADQUARTERS SERVICES

SUBJECT: Adjusted 2019 Defense Civilian Intelligence Personnel System Pay Rates

Reference: (a) DoDI 1400.25-V2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration," March 3, 2012, as amended

- (b) Executive Order, "Adjustments of Certain Rates of Pay," dated March 28, 2019
- (c) Office of Personnel Management, Compensation Policy Memoranda 2019-11, "Retroactive 2019 Pay Adjustment," dated March 28, 2019

Attached are the adjusted calendar year 2019 pay rates and ranges for the Defense Civilian Intelligence Personnel System (DCIPS). The DCIPS grade rate ranges and pay bands will be adjusted automatically based on the applied percentage derived from the updated general schedule (GS) rates to ensure consistency among GS and DCIPS, when GS pay rates are adjusted based on an Executive order or by an act of Congress. The adjusted 2019 pay rates reflect the 1.4 percent general pay increase authorized by the President, retroactively effective as of the first day of the first pay period for calendar year 2019 or January 6, 2019.

In addition, the new DCIPS local market supplement rates correspond to the 2019 rates for federal locality pay areas, as adjusted.



The Targeted Local Market Supplement (TLMS) rate for information technology, computer science, and engineering positions in Hawaii will remain at the 2015 rates pending completion of a proposal to implement broader TLMS rates for the referenced positions across the Defense Intelligence Enterprise. The TLMS rates of pay for polygrapher positions will remain at the 2018 levels effective as of April 2018.

For all other information, follow the instructions provided in the Office of Personnel Management's (OPM) guidance. The retroactive effective date for these changes is January 6, 2019. My point of contact for this matter is Ms. Jing Deng at (703) 692-3591 or jing.deng.civ@mail.mil.

ames M. Seacord

Human Capital Management Office

Attachments: As stated

cc:

Deputy Assistant Secretary of Defense for Civilian Personnel Policy Associate Director of National Intelligence/Chief Human Capital Officer

Department of Defense Defense Civilian Intelligence Personnel System (DCIPS)

GG Grade Ranges for 2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
GG 01	\$19,048	\$19,686	\$20,320	\$20,949	\$21,583	\$21,953	\$22,579	\$23,211	\$23,236	\$23,827	Varies	\$25,009
GG 02	\$21,417	\$21,927	\$22,636	\$23,236	\$23,497	\$24,188	\$24,879	\$25,570	\$26,261	\$26,952	Varies	\$28,334
GG 03	\$23,368	\$24,147	\$24,926	\$25,705	\$26,484	\$27,263	\$28,042	\$28,821	\$29,600	\$30,379	\$31,158	\$31,937
GG 04	\$26,233	\$27,107	\$27,981	\$28,855	\$29,729	\$30,603	\$31,477	\$32,351	\$33,225	\$34,099	\$34,973	\$35,847
GG 05	\$29,350	\$30,328	\$31,306	\$32,284	\$33,262	\$34,240	\$35,218	\$36,196	\$37,174	\$38,152	\$39,130	\$40,108
GG 06	\$32,716	\$33,807	\$34,898	\$35,989	\$37,080	\$38,171	\$39,262	\$40,353	\$41,444	\$42,535	\$43,626	\$44,717
GG 07	\$36,356	\$37,568	\$38,780	\$39,992	\$41,204	\$42,416	\$43,628	\$44,840	\$46,052	\$47,264	\$48,476	\$49,688
GG 08	\$40,263	\$41,605	\$42,947	\$44,289	\$45,631	\$46,973	\$48,315	\$49,657	\$50,999	\$52,341	\$53,683	\$55,025
GG 09	\$44,471	\$45,953	\$47,435	\$48,917	\$50,399	\$51,881	\$53,363	\$54,845	\$56,327	\$57,809	\$59,291	\$60,773
GG 10	\$48,973	\$50,605	\$52,237	\$53,869	\$55,501	\$57,133	\$58,765	\$60,397	\$62,029	\$63,661	\$65,293	\$66,925
GG 11	\$53,805	\$55,599	\$57,393	\$59,187	\$60,981	\$62,775	\$64,569	\$66,363	\$68,157	\$69,951	\$71,745	\$73,539
GG 12	\$64,490	\$66,640	\$68,790	\$70,940	\$73,090	\$75,240	\$77,390	\$79,540	\$81,690	\$83,840	\$85,990	\$88,140
GG 13	\$76,687	\$79,243	\$81,799	\$84,355	\$86,911	\$89,467	\$92,023	\$94,579	\$97,135	\$99,691	\$102,247	\$104,803
GG 14	\$90,621	\$93,642	\$96,663	\$99,684	\$102,705	\$105,726	\$108,747	\$111,768	\$114,789	\$117,810	\$120,831	\$123,852
GG 15	\$106,595	\$110,148	\$113,701	\$117,254	\$120,807	\$124,360	\$127,913	\$131,466	\$135,019	\$138,572	\$142,125	\$145,678

AUTHORITY: DCIPS pay grade ranges are authorized in accordance with DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended.

Retroactively Effective: 6 January 2019

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

Defense Civilian Intelligence Personnel System (DCIPS) Pay Band Rate Ranges for 2019

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$19,048	\$49,688
Band 2	\$36,356	\$66,925
Band 3	\$53,805	\$104,803
Band 4	\$76,687	\$123,852
Band 5	\$106,595	\$145,678

AUTHORITY: DCIPS pay band ranges are authorized in accordance with DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended.

Retroactively Effective: 6 January 2019

Department of Defense Defense Civilian Intelligence Personnel System (DCIPS) 2019 Local Market Supplements (LMS)

Area	LMS Rate
Alaska	28.89%
Albany-Schenectady, NY-MA	17.19%
Albuquerque-Santa Fe-Las Vegas, NM	16.20%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	21.64%
Austin-Round Rock, TX	17.46%
Birmingham-Hoover-Talladega, AL	15.77%
Boston-Worcester-Providence, MA-RI-NH-ME	28.27%
Buffalo-Cheektowaga, NY	19.67%
Burlington-South Burlington, VT	16.18%
Charlotte-Concord, NC-SC	16.79%
Chicago-Naperville, IL-IN-WI	28.05%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.21%
Cleveland-Akron-Canton, OH	20.45%
Colorado Springs, CO	17.19%
Columbus-Marion-Zanesville, OH	19.47%
Corpus Christi-Kingsville-Alice, TX	16.01%
Dallas-Fort Worth, TX-OK	24.21%
Davenport-Moline, IA-IL	16.49%
Dayton-Springfield-Sidney, OH	18.61%
Denver-Aurora, CO	26.30%
Detroit-Warren-Ann Arbor, MI	26.81%
Harrisburg-Lebanon, PA	16.65%
Hartford-West Hartford, CT-MA	28.87%
Hawaii	18.98%
Houston-The Woodlands, TX	32.54%
Huntsville-Decatur-Albertville, AL	19.18%
Indianapolis-Carmel-Muncie, IN	16.57%
Kansas City-Overland Park-Kansas City, MO-KS	16.60%
Laredo, TX	18.22%
Las Vegas-Henderson, NV-AZ	17.04%
Los Angeles-Long Beach, CA	31.47%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.12%
Milwaukee-Racine-Waukesha, WI	20.58%
Minneapolis-St. Paul, MN-WI	24.00%
New York-Newark, NY-NJ-CT-PA	33.06%
Omaha-Council Bluffs-Fremont, NE-IA	15.87%
Palm Bay-Melbourne-Titusville, FL	16.33%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	25.30%
Phoenix-Mesa-Scottsdale, AZ	19.60%
Pittsburgh-New Castle-Weirton, PA-OH-WV	18.86%
Portland-Vancouver-Salem, OR-WA	23.13%
Raleigh-Durham-Chapel Hill, NC	19.99%

Richmond, VA	19.38%
Sacramento-Roseville, CA-NV	25.59%
San Antonio-New Braunfels-Pearsall, TX	16.07%
San Diego-Carlsbad, CA	28.80%
San Jose-San Francisco-Oakland, CA	40.35%
Seattle-Tacoma, WA	26.04%
St. Louis-St. Charles-Farmington, MO-IL	17.05%
Tucson-Nogales, AZ	16.68%
Virginia Beach-Norfolk, VA-NC	15.91%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	29.32%
Rest of U.S. (including Guam and Puerto Rico)	15.67%

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$166,500.

Retroactively Effective: January 6, 2019

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2019 Foreign Area Targeted Local Market Supplement (TLMS)

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

Locations	GEOLOC Code		
All Foreign Locations	Various		

Pay Band	Percentage
All	29.32%

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$166,500.

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2019 Hawaii Targeted Local Market Supplement (TLMS) for Information Technology, Computer Science, and Engineering

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

Locations				
Hawaii				
(City and County of Honolulu, and				
County of Maui)				
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: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$166,500.

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2019 Targeted Local Market Supplement (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		

Locality Area	Percentage*
Los Angeles, CA	43%
Washington, DC	40%
Fort Jackson, SC **	40%
Denver, CO	37%
Hawaii	30%
Rest of U.S.	27%

^{*}Applies to all Pay Bands/Grades/Work Levels IA05/GG 15/Expert and below

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

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$166,500.

Retroactively Effective: January 6, 2019

^{**}Applies to National Center for Credibility Assessment (NCAA) located at Fort Jackson, SC

Defense Intelligence Civilian Personnel System (DCIPS)

2019 Targeted Local Market Supplement (TLMS)

Polygrapher TLMS Schedule B

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	GEOLOC Code
All Foreign Areas	Various

Locality Area	Percentage**
All Foreign Areas	40%

^{**}Applies to all Pay Bands/Grades/Work Levels IA05/GG 15/Expert and below

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

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$164,200.

Retroactively Effective: January 6, 2019