



INTELLIGENCE

OFFICE OF THE UNDER SECRETARY OF DEFENSE

5000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-5000

JAN 9 2019

MEMORANDUM FOR DIRECTOR FOR HUMAN RESOURCES, DEFENSE INTELLIGENCE AGENCY  
DIRECTOR, HUMAN CAPITAL MANGEMENT 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: 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 December 28, 2018

Attached are the calendar year 2019 pay rates, ranges, and supplemental compensation tables for the Defense Civilian Intelligence Personnel System (DCIPS). The 2019 pay rates for civilian employees, as authorized by the President, will remain at 2018 levels.

Applicable locality payments are unchanged from 2018 levels for 2019, with the exception of the addition of six additional locality pay areas. The additional locality pay areas are Birmingham-Hoover-Talladega, AL; Burlington-South Burlington, VT; Corpus Christi-Kingsville-Alice, TX; Omaha-Council Bluffs-Fremont, NE-IA; San Antonio-New Braunfels-Pearsall, TX and Virginia Beach-Norfolk, VA-NC. Since no locality pay increase has been



authorized, DCIPS Targeted Local Market Supplement (TLMS) rates are also frozen. Specifically, the TLMS rates of pay 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.

Should Congress act to implement an adjustment in rates of basic pay at 1.4 percent and an overall average locality-based comparability increase of 0.5 percent, as currently proposed for 2019, the DCIPS grade rate ranges and pay bands and corresponding DCIPS locality and targeted locality market supplement rates will be adjusted to ensure consistency among the General Schedule and DCIPS. Upon notification of these adjustments, updated compensation tables would be published by this office to be retroactively effective as of the first day of the first applicable pay period for 2019 or January 6, 2019.

The 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](mailto:jing.deng.civ@mail.mil).



James M. Seacord  
Acting Director  
Human Capital Management Office

Attachments:  
As stated

cc:  
Deputy Assistance 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	\$18,785	\$19,414	\$20,039	\$20,660	\$21,285	\$21,650	\$22,267	\$22,891	\$22,915	\$23,502	Varies	\$24,676
GG 02	\$21,121	\$21,624	\$22,323	\$22,915	\$23,175	\$23,857	\$24,539	\$25,221	\$25,903	\$26,585	Varies	\$27,949
GG 03	\$23,045	\$23,813	\$24,581	\$25,349	\$26,117	\$26,885	\$27,653	\$28,421	\$29,189	\$29,957	\$30,725	\$31,493
GG 04	\$25,871	\$26,733	\$27,595	\$28,457	\$29,319	\$30,181	\$31,043	\$31,905	\$32,767	\$33,629	\$34,491	\$35,353
GG 05	\$28,945	\$29,910	\$30,875	\$31,840	\$32,805	\$33,770	\$34,735	\$35,700	\$36,665	\$37,630	\$38,595	\$39,560
GG 06	\$32,264	\$33,339	\$34,414	\$35,489	\$36,564	\$37,639	\$38,714	\$39,789	\$40,864	\$41,939	\$43,014	\$44,089
GG 07	\$35,854	\$37,049	\$38,244	\$39,439	\$40,634	\$41,829	\$43,024	\$44,219	\$45,414	\$46,609	\$47,804	\$48,999
GG 08	\$39,707	\$41,031	\$42,355	\$43,679	\$45,003	\$46,327	\$47,651	\$48,975	\$50,299	\$51,623	\$52,947	\$54,271
GG 09	\$43,857	\$45,319	\$46,781	\$48,243	\$49,705	\$51,167	\$52,629	\$54,091	\$55,553	\$57,015	\$58,477	\$59,939
GG 10	\$48,297	\$49,907	\$51,517	\$53,127	\$54,737	\$56,347	\$57,957	\$59,567	\$61,177	\$62,787	\$64,397	\$66,007
GG 11	\$53,062	\$54,831	\$56,600	\$58,369	\$60,138	\$61,907	\$63,676	\$65,445	\$67,214	\$68,983	\$70,752	\$72,521
GG 12	\$63,600	\$65,720	\$67,840	\$69,960	\$72,080	\$74,200	\$76,320	\$78,440	\$80,560	\$82,680	\$84,800	\$86,920
GG 13	\$75,628	\$78,149	\$80,670	\$83,191	\$85,712	\$88,233	\$90,754	\$93,275	\$95,796	\$98,317	\$100,838	\$103,359
GG 14	\$89,370	\$92,349	\$95,328	\$98,307	\$101,286	\$104,265	\$107,244	\$110,223	\$113,202	\$116,181	\$119,160	\$122,139
GG 15	\$105,123	\$108,627	\$112,131	\$115,635	\$119,139	\$122,643	\$126,147	\$129,651	\$133,155	\$136,659	\$140,163	\$143,667

**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.

\* 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 6, 2019**

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

**DCIPS Pay Band Ranges**

<b>Pay Band</b>	<b>Minimum</b>	<b>Maximum</b>
Band 1	\$18,785	\$48,999
Band 2	\$35,854	\$66,007
Band 3	\$53,062	\$103,359
Band 4	\$75,628	\$122,139
Band 5	\$105,123	\$143,667

**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.

**Effective Date: January 6, 2019**

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

Area	LMS Rate
Alaska	28.02%
Albany-Schenectady, NY-MA	16.50%
Albuquerque-Santa Fe-Las Vegas, NM	15.76%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	21.16%
Austin-Round Rock, TX	16.71%
Birmingham-Hoover-Talladega, AL	15.37%
Boston-Worcester-Providence, MA-RI-NH-ME	27.48%
Buffalo-Cheektowaga, NY	19.18%
Burlington-South Burlington, VT	15.37%
Charlotte-Concord, NC-SC	16.21%
Chicago-Naperville, IL-IN-WI	27.47%
Cincinnati-Wilmington-Maysville, OH-KY-IN	19.87%
Cleveland-Akron-Canton, OH	20.08%
Colorado Springs, CO	16.59%
Columbus-Marion-Zanesville, OH	18.97%
Corpus Christi-Kingsville-Alice, TX	15.37%
Dallas-Fort Worth, TX-OK	23.40%
Davenport-Moline, IA-IL	16.08%
Dayton-Springfield-Sidney, OH	18.11%
Denver-Aurora, CO	25.47%
Detroit-Warren-Ann Arbor, MI	26.25%
Harrisburg-Lebanon, PA	16.15%
Hartford-West Hartford, CT-MA	28.21%
Hawaii	18.43%
Houston-The Woodlands, TX	31.74%
Huntsville-Decatur-Albertville, AL	18.49%
Indianapolis-Carmel-Muncie, IN	16.23%
Kansas City-Overland Park-Kansas City, MO-KS	16.10%
Laredo, TX	17.40%
Las Vegas-Henderson, NV-AZ	16.49%
Los Angeles-Long Beach, CA	30.57%
Miami-Fort Lauderdale-Port St. Lucie, FL	22.64%
Milwaukee-Racine-Waukesha, WI	20.14%
Minneapolis-St. Paul, MN-WI	23.37%
New York-Newark, NY-NJ-CT-PA	32.13%
Omaha-Council Bluffs-Fremont, NE-IA	15.37%
Palm Bay-Melbourne-Titusville, FL	15.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	24.59%
Phoenix-Mesa-Scottsdale, AZ	19.09%
Pittsburgh-New Castle-Weirton, PA-OH-WV	18.35%
Portland-Vancouver-Salem, OR-WA	22.53%
Raleigh-Durham-Chapel Hill, NC	19.52%

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Richmond, VA	18.79%
Sacramento-Roseville, CA-NV	24.86%
San Antonio-New Braunfels-Pearsall, TX	15.37%
San Diego-Carlsbad, CA	27.88%
San Jose-San Francisco-Oakland, CA	39.28%
Seattle-Tacoma, WA	25.11%
St. Louis-St. Charles-Farmington, MO-IL	16.47%
Tucson-Nogales, AZ	16.17%
Virginia Beach-Norfolk, VA-NC	15.37%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	28.22%
Rest of U.S. (including Guam and Puerto Rico)	15.37%

**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.

Effective Date: January 6, 2019

**DEPARTMENT OF DEFENSE**

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

**2019 Foreign Area Targeted Local Market Supplement (TLMS)**

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

<b>Locations</b>
All Foreign Locations

<b>GEOLOC Code</b>
Various

<b>Pay Band</b>	<b>Percentage</b>
All	28.22%

**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.

# DEPARTMENT OF DEFENSE

## Defense Intelligence Civilian Personnel System (DCIPS)

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

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

<b>Locations</b>	<b>GEOLOC Code</b>
Hawaii (City and County of Honolulu, and County of Maui)	150000009, 150310003, 150585003, 151885003, 152400003, 155400003, 158205003, 158206003, 158725003, 158803003, 159700003, 159998003

<b>Grades</b>	<b>Percentage</b>
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 \$164,200.

Effective date: January 6, 2019



**DEPARTMENT OF DEFENSE**

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

**2019 Targeted Local Market Supplement (TLMS)**

**Polygrapher TLMS Schedule A**

<b>Occupational Series*</b>	<b>Occupation Name/Title</b>
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.

<b>Location</b>
Within the Contiguous United States and Non-Foreign Areas Outside the Contiguous United States

<b>GEOLOC Code</b>
Various

<b>Locality Area</b>	<b>Percentage**</b>
Los Angeles, CA	43%
Washington, DC	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 \$164,200.

Effective Date: January 6, 2019

# Defense Intelligence Civilian Personnel System (DCIPS)

## 2019 Targeted Local Market Supplement (TLMS)

### Polygrapher TLMS Schedule B

<b>Occupational Series*</b>	<b>Occupation Name/Title</b>
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.

<b>Location</b>
All Foreign Areas

<b>GEOLOC Code</b>
Various

<b>Locality Area</b>	<b>Percentage**</b>
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.

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