



OFFICE OF THE UNDER SECRETARY OF DEFENSE

5000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-5000

INTELLIGENCE

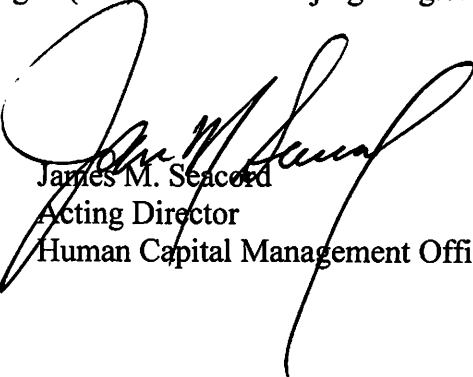
MEMORANDUM FOR DIRECTOR FOR HUMAN RESOURCES, DEFENSE INTELLIGENCE  
AGENCY  
DIRECTOR, HUMAN CAPITAL MANAGEMENT OFFICE, DEFENSE  
COUNTERINTELLIGENCE AND SECURITY SERVICE  
CHIEF HUMAN CAPITAL OFFICER, NATIONAL GEOSPATIAL-  
INTELLIGENCE AGENCY  
DIRECTOR, OFFICE OF STRATEGIC HUMAN CAPITAL,  
NATIONAL 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 SERVICE

SUBJECT: 2020 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 13901, "Adjustments of Certain Rates of Pay" dated December 26, 2019

Attached are the calendar year 2020 pay rates, ranges, and supplemental compensation tables for the Defense Civilian Intelligence Personnel System (DCIPS). In accordance with Reference (a), 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 attached DCIPS grade and band ranges reflect the 2.6 percent general pay increase authorized by the President, and the new DCIPS local market supplement rates correspond to the 2020 rates for federal locality pay areas.

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. 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 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 2020**

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
GS-1	\$19,543	\$20,198	\$20,848	\$21,494	\$22,144	\$22,524	\$23,166	\$23,814	\$23,840	\$24,448	\$25,091	\$25,734
GS-2	\$21,974	\$22,497	\$23,225	\$23,840	\$24,108	\$24,817	\$25,526	\$26,235	\$26,944	\$27,653	\$28,362	\$29,071
GS-3	\$23,976	\$24,775	\$25,574	\$26,373	\$27,172	\$27,971	\$28,770	\$29,569	\$30,368	\$31,167	\$31,966	\$32,765
GS-4	\$26,915	\$27,812	\$28,709	\$29,606	\$30,503	\$31,400	\$32,297	\$33,194	\$34,091	\$34,988	\$35,885	\$36,782
GS-5	\$30,113	\$31,117	\$32,121	\$33,125	\$34,129	\$35,133	\$36,137	\$37,141	\$38,145	\$39,149	\$40,153	\$41,157
GS-6	\$33,567	\$34,686	\$35,805	\$36,924	\$38,043	\$39,162	\$40,281	\$41,400	\$42,519	\$43,638	\$44,757	\$45,876
GS-7	\$37,301	\$38,544	\$39,787	\$41,030	\$42,273	\$43,516	\$44,759	\$46,002	\$47,245	\$48,488	\$49,731	\$50,974
GS-8	\$41,310	\$42,687	\$44,064	\$45,441	\$46,818	\$48,195	\$49,572	\$50,949	\$52,326	\$53,703	\$55,080	\$56,457
GS-9	\$45,627	\$47,148	\$48,669	\$50,190	\$51,711	\$53,232	\$54,753	\$56,274	\$57,795	\$59,316	\$60,837	\$62,358
GS-10	\$50,246	\$51,921	\$53,596	\$55,271	\$56,946	\$58,621	\$60,296	\$61,971	\$63,646	\$65,321	\$66,996	\$68,671
GS-11	\$55,204	\$57,044	\$58,884	\$60,724	\$62,564	\$64,404	\$66,244	\$68,084	\$69,924	\$71,764	\$73,604	\$75,444
GS-12	\$66,167	\$68,373	\$70,579	\$72,785	\$74,991	\$77,197	\$79,403	\$81,609	\$83,815	\$86,021	\$88,227	\$90,433
GS-13	\$78,681	\$81,304	\$83,927	\$86,550	\$89,173	\$91,796	\$94,419	\$97,042	\$99,665	\$102,288	\$104,911	\$107,534
GS-14	\$92,977	\$96,076	\$99,175	\$102,274	\$105,373	\$108,472	\$111,571	\$114,670	\$117,769	\$120,868	\$123,967	\$127,066
GS-15	\$109,366	\$113,012	\$116,658	\$120,304	\$123,950	\$127,596	\$131,242	\$134,888	\$138,534	\$142,180	\$145,826	\$149,472

**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: 5 January 2020**

**Defense Civilian Intelligence Personnel System (DCIPS)  
Pay Band Rate Ranges for 2020**

**DCIPS Pay Band Ranges**

Pay Band	Minimum	Maximum
Band 1	\$19,543	\$50,974
Band 2	\$37,301	\$68,671
Band 3	\$55,204	\$107,534
Band 4	\$78,681	\$127,066
Band 5	\$109,366	\$149,472

**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: 5 January 2020**

**Department of Defense  
Defense Civilian Intelligence Personnel System (DCIPS)  
2020 Local Market Supplements (LMS)**

<b>Area</b>	<b>LMS Rate</b>
Alaska	29.67%
Albany-Schenectady, NY-MA	17.88%
Albuquerque-Santa Fe-Las Vegas, NM	16.68%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	22.16%
Austin-Round Rock, TX	18.17%
Birmingham-Hoover-Talladega, AL	16.26%
Boston-Worcester-Providence, MA-RI-NH-ME	29.11%
Buffalo-Cheektowaga, NY	20.20%
Burlington-South Burlington, VT	16.89%
Charlotte-Concord, NC-SC	17.44%
Chicago-Naperville, IL-IN-WI	28.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.55%
Cleveland-Akron-Canton, OH	20.82%
Colorado Springs, CO	17.78%
Columbus-Marion-Zanesville, OH	20.02%
Corpus Christi-Kingsville-Alice, TX	16.56%
Dallas-Fort Worth, TX-OK	24.98%
Davenport-Moline, IA-IL	17.04%
Dayton-Springfield-Sidney, OH	19.18%
Denver-Aurora, CO	27.13%
Detroit-Warren-Ann Arbor, MI	27.32%
Harrisburg-Lebanon, PA	17.20%
Hartford-West Hartford, CT-MA	29.49%
Hawaii	19.56% *
Houston-The Woodlands, TX	33.32%
Huntsville-Decatur-Albertville, AL	19.85%
Indianapolis-Carmel-Muncie, IN	16.92%
Kansas City-Overland Park-Kansas City, MO-KS	17.13%
Laredo, TX	18.88%
Las Vegas-Henderson, NV-AZ	17.68%
Los Angeles-Long Beach, CA	32.41%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.51%
Milwaukee-Racine-Waukesha, WI	20.96%
Minneapolis-St. Paul, MN-WI	24.66%
New York-Newark, NY-NJ-CT-PA	33.98%
Omaha-Council Bluffs-Fremont, NE-IA	16.33%
Palm Bay-Melbourne-Titusville, FL	16.73%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.04%
Phoenix-Mesa-Scottsdale, AZ	20.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.40%
Portland-Vancouver-Salem, OR-WA	23.74%
Raleigh-Durham-Chapel Hill, NC	20.49%

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Richmond, VA	19.95%
Sacramento-Roseville, CA-NV	26.37%
San Antonio-New Braunfels-Pearsall, TX	16.77%
San Diego-Carlsbad, CA	29.77%
San Jose-San Francisco-Oakland, CA	41.44%
Seattle-Tacoma, WA	27.02%
St. Louis-St. Charles-Farmington, MO-IL	17.65%
Tucson-Nogales, AZ	17.19%
Virginia Beach-Norfolk, VA-NC	16.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	30.48%
Rest of U.S. (including Guam and Puerto Rico)	15.95%

\* Due to increase in locality rates for city and county of Honolulu, Hawaii, Non-Foreign Area COLA has decreased from 10.64% (CY-2019) to 10.28% (CY-2020)

**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 \$170,800.

**Effective: January 5, 2020**

## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

### 2020 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 \$170,800.

**Effective: 5 January 2020**

# DEPARTMENT OF DEFENSE

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2020 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	30.48%

**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 \$170,800.

Effective: January 5, 2020



## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

### 2020 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%
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

\*\*Applies to National Center for Credibility Assessment (NCCA) located at Fort Jackson, SC

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 \$170,800.

Effective: January 5, 2020

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2020 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 \$170,800.

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