

TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
0759 - San Jose-San Francisco-Oakland, CA Locality Pay Area
Rates set at Base GG plus 68 percent for GG-11/GG-12/GG-13;
Base GG plus 59 percent for GG-14;
Base GG plus 49 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$104,340	\$107,817	\$111,295	\$114,773	\$118,250	\$121,728	\$125,205	\$128,683	\$132,161	\$135,638	\$139,116	\$142,593
GG12	\$125,061	\$129,229	\$133,397	\$137,565	\$141,733	\$145,901	\$150,069	\$154,237	\$158,406	\$162,574	\$166,742	\$170,910
GG13	\$148,714	\$153,671	\$158,629	\$163,587	\$168,544	\$173,502	\$178,460	\$183,417	\$188,375	\$191,900	\$191,900	\$191,900
GG14	\$166,320	\$171,865	\$177,409	\$182,953	\$188,498	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900
GG15	\$183,331	\$189,442	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**
NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900

TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
0760 - New York-Newark, NY-NJ-CT-PA Locality Pay Area
Rates set at Base GG plus 62 percent for GG-11/GG-12/GG-13;
Base GG plus 52 percent for GG-14;
Base GG plus 42 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$100,613	\$103,967	\$107,320	\$110,674	\$114,027	\$117,380	\$120,734	\$124,087	\$127,441	\$130,794	\$134,147	\$137,501
GG12	\$120,594	\$124,614	\$128,633	\$132,652	\$136,671	\$140,691	\$144,710	\$148,729	\$152,748	\$156,767	\$160,787	\$164,806
GG13	\$143,402	\$148,183	\$152,964	\$157,744	\$162,525	\$167,306	\$172,086	\$176,867	\$181,647	\$186,428	\$191,209	\$191,900
GG14	\$158,998	\$164,298	\$169,599	\$174,899	\$180,199	\$185,499	\$190,800	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900
GG15	\$174,718	\$180,542	\$186,365	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**
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TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
0761 - Houston-The Woodlands, TX and Los Angeles-Long Beach, CA Locality Pay Areas
Rates set at Base GG plus 60 percent for GG-11/GG-12/GG-13;
Base GG plus 50 percent for GG-14;
Base GG plus 40 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$99,371	\$102,683	\$105,995	\$109,307	\$112,619	\$115,931	\$119,243	\$122,555	\$125,867	\$129,179	\$132,491	\$135,803
GG12	\$119,106	\$123,075	\$127,045	\$131,014	\$134,984	\$138,954	\$142,923	\$146,893	\$150,862	\$154,832	\$158,802	\$162,771
GG13	\$141,632	\$146,354	\$151,075	\$155,797	\$160,518	\$165,240	\$169,962	\$174,683	\$179,405	\$184,126	\$188,848	\$191,900
GG14	\$156,906	\$162,137	\$167,367	\$172,598	\$177,828	\$183,059	\$188,289	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900
GG15	\$172,257	\$177,999	\$183,740	\$189,482	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**
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TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS

**0762 - Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT -- Chicago-Naperville, IL-IN-WI -- Hartford-East Hartford, CT-MA --
San Diego-Chula Vista-Carlsbad, CA -- Washington-Baltimore-Arlington, DC-MD-VA-WV-PA Locality Pay Areas**

Rates set at Base GG plus 57 percent for GG-11/GG-12/GG-13;

Base GG plus 47 percent for GG-14;

Base GG plus 37 percent for GG-15

Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$97,508	\$100,758	\$104,008	\$107,258	\$110,508	\$113,757	\$117,007	\$120,257	\$123,507	\$126,757	\$130,007	\$133,257
GG12	\$116,872	\$120,768	\$124,663	\$128,558	\$132,453	\$136,348	\$140,243	\$144,139	\$148,034	\$151,929	\$155,824	\$159,719
GG13	\$138,976	\$143,609	\$148,243	\$152,876	\$157,509	\$162,142	\$166,775	\$171,408	\$176,041	\$180,674	\$185,307	\$189,940
GG14	\$153,768	\$158,894	\$164,020	\$169,146	\$174,271	\$179,397	\$184,523	\$189,649	\$191,900	\$191,900	\$191,900	\$191,900
GG15	\$168,566	\$174,185	\$179,803	\$185,421	\$191,040	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

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TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
0763 - Denver-Aurora, CO -- Detroit-Warren-Ann Arbor, MI -- Philadelphia-Reading-Camden, PA-NJ-DE-MD --
Sacramento-Roseville, CA-NV -- Seattle-Tacoma, WA Locality Pay Areas
Rates set at Base GG plus 54 percent for GG-11/GG-12/GG-13;
Base GG plus 44 percent for GG-14;
Base GG plus 34 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$95,645	\$98,833	\$102,020	\$105,208	\$108,396	\$111,584	\$114,772	\$117,959	\$121,147	\$124,335	\$127,523	\$130,711
GG12	\$114,639	\$118,460	\$122,281	\$126,101	\$129,922	\$133,743	\$137,564	\$141,384	\$145,205	\$149,026	\$152,847	\$156,667
GG13	\$136,321	\$140,865	\$145,410	\$149,954	\$154,499	\$159,044	\$163,588	\$168,133	\$172,677	\$177,222	\$181,766	\$186,311
GG14	\$150,630	\$155,651	\$160,672	\$165,694	\$170,715	\$175,736	\$180,757	\$185,779	\$190,800	\$191,900	\$191,900	\$191,900
GG15	\$164,875	\$170,370	\$175,866	\$181,361	\$186,856	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**

NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900

TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
0764 - Dallas-Fort Worth, TX-OK – Miami-Port St. Lucie-Fort Lauderdale, FL -- Minneapolis-St. Paul, MN-WI --
Portland-Vancouver-Salem, OR-WA Locality Pay Areas
Rates set at Base GG plus 52 percent for GG-11/GG-12/GG-13;
Base GG plus 42 percent for GG-14;
Base GG plus 32 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$94,403	\$97,549	\$100,695	\$103,842	\$106,988	\$110,135	\$113,281	\$116,427	\$119,574	\$122,720	\$125,867	\$129,013
GG12	\$113,150	\$116,921	\$120,693	\$124,464	\$128,235	\$132,006	\$135,777	\$139,548	\$143,319	\$147,090	\$150,862	\$154,633
GG13	\$134,550	\$139,036	\$143,521	\$148,007	\$152,492	\$156,978	\$161,464	\$165,949	\$170,435	\$174,920	\$179,406	\$183,891
GG14	\$148,538	\$153,489	\$158,441	\$163,392	\$168,344	\$173,295	\$178,247	\$183,198	\$188,150	\$191,900	\$191,900	\$191,900
GG15	\$162,414	\$167,827	\$173,241	\$178,654	\$184,067	\$189,481	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**

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TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS

0765 - Atlanta-Athens-Clarke County--Sandy Springs, GA-AL -- Buffalo-Cheektowaga-Olean, NY -- Cincinnati-Wilmington-Maysville, OH-KY-IN -- Cleveland-Akron-Canton, OH -- Milwaukee-Racine-Waukesha, WI --

Phoenix-Mesa, AZ -- Raleigh-Durham-Cary, NC Locality Pay Areas

Rates set at Base GG plus 49 percent for GG-11/GG-12/GG-13;

Base GG plus 39 percent for GG-14;

Base GG plus 29 percent for GG-15

Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$92,539	\$95,624	\$98,708	\$101,792	\$104,877	\$107,961	\$111,045	\$114,130	\$117,214	\$120,298	\$123,382	\$126,467
GG12	\$110,917	\$114,614	\$118,310	\$122,007	\$125,704	\$129,401	\$133,097	\$136,794	\$140,491	\$144,187	\$147,884	\$151,581
GG13	\$131,895	\$136,292	\$140,689	\$145,086	\$149,483	\$153,880	\$158,277	\$162,674	\$167,071	\$171,468	\$175,865	\$180,262
GG14	\$145,400	\$150,246	\$155,093	\$159,940	\$164,787	\$169,634	\$174,481	\$179,328	\$184,175	\$189,022	\$191,900	\$191,900
GG15	\$158,723	\$164,013	\$169,303	\$174,594	\$179,884	\$185,174	\$190,465	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**

NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900

TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
0766 - Columbus-Marion-Zanesville, OH -- Dayton-Springfield-Kettering, OH -- Huntsville-Decatur, AL-TN --
Laredo, TX -- Pittsburgh-New Castle-Weirton, PA-OH-WV -- Richmond, VA Locality Pay Areas
Rates set at Base GG plus 47 percent for GG-11/GG-12/GG-13;
Base GG plus 37 percent for GG-14;
Base GG plus 27 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$91,297	\$94,340	\$97,383	\$100,426	\$103,469	\$106,512	\$109,555	\$112,598	\$115,640	\$118,683	\$121,726	\$124,769
GG12	\$109,428	\$113,075	\$116,722	\$120,369	\$124,017	\$127,664	\$131,311	\$134,958	\$138,605	\$142,252	\$145,899	\$149,546
GG13	\$130,124	\$134,462	\$138,800	\$143,138	\$147,476	\$151,814	\$156,152	\$160,490	\$164,828	\$169,166	\$173,504	\$177,842
GG14	\$143,307	\$148,085	\$152,862	\$157,639	\$162,416	\$167,193	\$171,971	\$176,748	\$181,525	\$186,302	\$191,079	\$191,900
GG15	\$156,262	\$161,470	\$166,679	\$171,887	\$177,095	\$182,303	\$187,512	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

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TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS

0767 - Albany-Schenectady, NY-MA -- Albuquerque-Santa Fe-Las Vegas, NM -- All Portions of the Rest of U.S. Locality

Pay Area Within the Contiguous U.S. -- Austin-Round Rock-Georgetown, TX -- Birmingham-Hoover-Talladega, AL -- Burlington-South Burlington-Barre, VT -- Charlotte-Concord, NC-SC -- Colorado Springs, CO -- Corpus Christi-Kingsville-Alice, TX -- Davenport-Moline, IA-IL -- Des Moines-Ames-West Des Moines -- Fresno-Madera-Hanford, CA -- Harrisburg-Lebanon, PA -- Indianapolis-Carmel-Muncie, IN -- Kansas City-Overland Park-Kansas City, MO-KS -- Las Vegas-Henderson, NV-AZ -- Omaha-Council Bluffs-Fremont, NE-IA -- Palm Bay-Melbourne- Titusville, FL -- Reno-Fernley, NV -- Rochester-Batavia-Seneca Falls, NY -- San Antonio-New Braunfels-Pearsall, TX -- Spokane-Spokane Valley- Coeur d' Alene, WA-ID -- St. Louis-St. Charles-Farmington, MO-IL -- Tucson-Nogales, AZ -- Virginia Beach-Norfolk, VA-NC Locality Pay Areas

Rates set at Base GG plus 45 percent for GG-11/GG-12/GG-13;

Base GG plus 35 percent for GG-14;

Base GG plus 25 percent for GG-15

Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$90,055	\$93,057	\$96,058	\$99,060	\$102,061	\$105,063	\$108,064	\$111,066	\$114,067	\$117,069	\$120,070	\$123,072
GG12	\$107,939	\$111,537	\$115,134	\$118,732	\$122,329	\$125,927	\$129,524	\$133,122	\$136,719	\$140,317	\$143,914	\$147,511
GG13	\$128,354	\$132,633	\$136,912	\$141,191	\$145,470	\$149,749	\$154,028	\$158,307	\$162,586	\$166,865	\$171,144	\$175,422
GG14	\$141,215	\$145,923	\$150,630	\$155,338	\$160,045	\$164,753	\$169,460	\$174,168	\$178,875	\$183,582	\$188,290	\$191,900
GG15	\$153,801	\$158,928	\$164,054	\$169,180	\$174,306	\$179,433	\$184,559	\$189,685	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**

NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900

TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS

558A - Alaska, AK

Rates set at Base GG plus 61.96 percent for GG-11/GG-12/GG-13;

Base GG plus 51.96 percent for GG-14;

Base GG plus 41.96 percent for GG-15

Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$100,588	\$103,941	\$107,294	\$110,646	\$113,999	\$117,351	\$120,704	\$124,057	\$127,409	\$130,762	\$134,114	\$137,467
GG12	\$120,565	\$124,583	\$128,601	\$132,619	\$136,638	\$140,656	\$144,674	\$148,692	\$152,710	\$156,729	\$160,747	\$164,765
GG13	\$143,367	\$148,146	\$152,926	\$157,705	\$162,485	\$167,264	\$172,044	\$176,823	\$181,603	\$186,382	\$191,161	\$191,900
GG14	\$158,956	\$164,255	\$169,554	\$174,853	\$180,152	\$185,450	\$190,749	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900
GG15	\$174,669	\$180,491	\$186,313	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**

NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900

TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS

558H - Hawaii, HI

Rates set at Base GG plus 51.79 percent for GG-11/GG-12/GG-13;

Base GG plus 41.79 percent for GG-14;

Base GG plus 31.79 percent for GG-15

Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$94,272	\$97,414	\$100,556	\$103,698	\$106,840	\$109,982	\$113,125	\$116,267	\$119,409	\$122,551	\$125,693	\$128,835
GG12	\$112,994	\$116,760	\$120,526	\$124,292	\$128,058	\$131,824	\$135,589	\$139,355	\$143,121	\$146,887	\$150,653	\$154,419
GG13	\$134,365	\$138,844	\$143,323	\$147,802	\$152,282	\$156,761	\$161,240	\$165,720	\$170,199	\$174,678	\$179,158	\$183,637
GG14	\$148,318	\$153,262	\$158,206	\$163,151	\$168,095	\$173,039	\$177,983	\$182,928	\$187,872	\$191,900	\$191,900	\$191,900
GG15	\$162,156	\$167,560	\$172,965	\$178,370	\$183,775	\$189,179	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

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TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS
558P - Puerto Rico
Rates set at Base GG plus 46.82 percent for GG-11/GG-12/GG-13;
Base GG plus 36.82 percent for GG-14;
Base GG plus 26.82 percent for GG-15
Effective 1 Jan 2024

***Covers Defense Civilian Intelligence Personnel System in Occupational Series 2181**

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
GG11	\$91,185	\$94,225	\$97,264	\$100,303	\$103,342	\$106,381	\$109,421	\$112,460	\$115,499	\$118,538	\$121,577	\$124,616
GG12	\$109,294	\$112,937	\$116,579	\$120,222	\$123,865	\$127,507	\$131,150	\$134,793	\$138,435	\$142,078	\$145,720	\$149,363
GG13	\$129,965	\$134,298	\$138,630	\$142,963	\$147,296	\$151,628	\$155,961	\$160,294	\$164,626	\$168,959	\$173,292	\$177,624
GG14	\$143,119	\$147,890	\$152,661	\$157,432	\$162,203	\$166,974	\$171,745	\$176,516	\$181,287	\$186,057	\$190,828	\$191,900
GG15	\$156,041	\$161,241	\$166,442	\$171,643	\$176,844	\$182,045	\$187,246	\$191,900	\$191,900	\$191,900	\$191,900	\$191,900

***Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**
NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900