



INTELLIGENCE  
AND SECURITY

OFFICE OF THE UNDER SECRETARY OF WAR

5000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-5000

December 30, 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP  
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2026 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 14368, “Adjustments of Certain Rates of Pay,” dated December 18, 2025

Attached are the calendar year 2026 pay rates, ranges, and supplemental compensation tables for the Defense Civilian Intelligence Personnel System (DCIPS). As stated in 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 pay plans, 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 1% general pay increase authorized by the President, effective as of the first day of the first pay period for calendar year 2026 on January 1, 2026. In addition, the DCIPS local market supplement rates correspond to the 2026 rates for federal locality pay areas.

The Targeted Local Market Supplement (TLMS) rates for information technology, computer science, and engineering positions reflect the percentages approved in accordance with OUSW(P&R) Memorandum for USD(I&S), dated 16 May 2022, ‘Request for Approval of Revised Defense Civilian Intelligence Personnel System Targeted Local Market Supplement for Computer Engineer, Computer Science Specialist, and Information Technology Management Position.’ My point of contact for this matter is Ms. Christine Juda at (703) 692-3765 or christine.m.juda.civ@mail.mil.

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Mary C. Byers  
Director  
Human Capital Management Office

Attachments:  
As stated

cc:  
Deputy Assistant Secretary of Defense for Civilian Personnel Policy

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

**GG Grade Ranges for 2026**

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
<b>GG 01</b>	\$22,584	\$23,341	\$24,092	\$24,840	\$25,589	\$26,028	\$26,771	\$27,519	\$27,550	\$28,248	\$28,996	\$29,744
<b>GG 02</b>	\$25,393	\$25,997	\$26,839	\$27,550	\$27,858	\$28,677	\$29,496	\$30,315	\$31,134	\$31,953	\$32,772	\$33,591
<b>GG 03</b>	\$27,708	\$28,632	\$29,556	\$30,480	\$31,404	\$32,328	\$33,252	\$34,176	\$35,100	\$36,024	\$36,948	\$37,872
<b>GG 04</b>	\$31,103	\$32,140	\$33,177	\$34,214	\$35,251	\$36,288	\$37,325	\$38,362	\$39,399	\$40,436	\$41,473	\$42,510
<b>GG 05</b>	\$34,799	\$35,959	\$37,119	\$38,279	\$39,439	\$40,599	\$41,759	\$42,919	\$44,079	\$45,239	\$46,399	\$47,559
<b>GG 06</b>	\$38,791	\$40,084	\$41,377	\$42,670	\$43,963	\$45,256	\$46,549	\$47,842	\$49,135	\$50,428	\$51,721	\$53,014
<b>GG 07</b>	\$43,106	\$44,543	\$45,980	\$47,417	\$48,854	\$50,291	\$51,728	\$53,165	\$54,602	\$56,039	\$57,476	\$58,913
<b>GG 08</b>	\$47,738	\$49,329	\$50,920	\$52,511	\$54,102	\$55,693	\$57,284	\$58,875	\$60,466	\$62,057	\$63,648	\$65,239
<b>GG 09</b>	\$52,727	\$54,485	\$56,243	\$58,001	\$59,759	\$61,517	\$63,275	\$65,033	\$66,791	\$68,549	\$70,307	\$72,065
<b>GG 10</b>	\$58,064	\$59,999	\$61,934	\$63,869	\$65,804	\$67,739	\$69,674	\$71,609	\$73,544	\$75,479	\$77,414	\$79,349
<b>GG 11</b>	\$63,795	\$65,922	\$68,049	\$70,176	\$72,303	\$74,430	\$76,557	\$78,684	\$80,811	\$82,938	\$85,065	\$87,192
<b>GG 12</b>	\$76,463	\$79,012	\$81,561	\$84,110	\$86,659	\$89,208	\$91,757	\$94,306	\$96,855	\$99,404	\$101,953	\$104,502
<b>GG 13</b>	\$90,925	\$93,956	\$96,987	\$100,018	\$103,049	\$106,080	\$109,111	\$112,142	\$115,173	\$118,204	\$121,235	\$124,266
<b>GG 14</b>	\$107,446	\$111,028	\$114,610	\$118,192	\$121,774	\$125,356	\$128,938	\$132,520	\$136,102	\$139,684	\$143,266	\$146,848
<b>GG 15</b>	\$126,384	\$130,597	\$134,810	\$139,023	\$143,236	\$147,449	\$151,662	\$155,875	\$160,088	\$164,301	\$168,514	\$172,727

**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.

**Defense Civilian Intelligence Personnel System (DCIPS)  
Pay Band Rate Ranges for 2026**

**DCIPS Pay Band Ranges**

Pay Band	Minimum	Maximum
Band 1	\$22,584	\$58,913
Band 2	\$43,106	\$79,349
Band 3	\$63,795	\$124,266
Band 4	\$90,925	\$146,848
Band 5	\$126,384	\$172,727

**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: 1 January 2026**

**Department of Defense  
Defense Civilian Intelligence Personnel System (DCIPS)  
2026 Local Market Supplements (LMS)**

Area	LMS Rate
Alaska	32.36%
Albany-Schenectady, NY-MA	20.77%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.79%
Austin-Round Rock-Georgetown, TX	20.35%
Birmingham-Hoover-Talladega, AL	18.24%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%
Buffalo-Cheektowaga-Olean, NY	22.41%
Burlington-South Burlington-Barre, VT	19.45%
Charlotte-Concord, NC-SC	19.67%
Chicago-Naperville, IL-IN-WI	30.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%
Cleveland-Akron-Canton, OH-PA	22.23%
Colorado Springs, CO	20.15%
Columbus-Marion-Zanesville, OH	22.15%
Corpus Christi-Kingsville-Alice, TX	17.63%
Dallas-Fort Worth, TX-OK	27.26%
Davenport-Moline, IA-IL	18.93%
Dayton-Springfield-Kettering, OH	21.42%
Denver-Aurora, CO	30.52%
Des Moines-Ames-West Des Moines, IA	18.01%
Detroit-Warren-Ann Arbor, MI	29.12%
Fresno-Madera-Hanford, CA	17.65%
Harrisburg-Lebanon, PA	19.43%
Hartford-East Hartford, CT-MA	32.08%
Hawaii	22.21%
Houston-The Woodlands, TX	35.00%
Huntsville-Decatur, AL-TN	21.91%
Indianapolis-Carmel-Muncie, IN	18.15%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%
Laredo, TX	21.59%
Las Vegas-Henderson, NV-AZ	19.57%
Los Angeles-Long Beach, CA	36.47%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%
Milwaukee-Racine-Waukesha, WI	22.42%
Minneapolis-St. Paul, MN-WI	27.62%
New York-Newark, NY-NJ-CT-PA	37.95%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%
Palm Bay-Melbourne-Titusville, FL	17.93%

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Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%
Phoenix-Mesa, AZ	22.45%
Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%
Portland-Vancouver-Salem, OR-WA	26.13%
Raleigh-Durham-Cary, NC	22.24%
Reno-Fernley, NV	17.52%
Richmond, VA	22.28%
Rochester-Batavia-Seneca Falls, NY	17.88%
Sacramento-Roseville, CA-NV	29.76%
San Antonio-New Braunfels-Pearsall, TX	18.78%
San Diego-Chula Vista-Carlsbad, CA	33.72%
San Jose-San Francisco-Oakland, CA	46.34%
Seattle-Tacoma, WA	31.57%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%
St. Louis-St. Charles-Farmington, MO-IL	20.03%
Tucson-Nogales, AZ	19.28%
Virginia Beach-Norfolk, VA-NC	18.80%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%
Rest of U.S. (including Guam and Puerto Rico)	17.06%

**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 \$197,200.

**Effective: January 1, 2026**

## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

#### 2026 Hawaii Targeted Local Market Supplement (TLMS) for Information Technology, Computer Science, and Engineering

Occupational Series	Occupation Name/Title
Occupational Series 0854,1550, or 2210	Computer Engineer, Computer Science Specialist, or Information Technology Management

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

Grades	Percentage
GG-07 – GG-10	50.4%
GG-11	37.4%
GG-12	30.4%

**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 \$197,200.

**Effective: 1 January 2026**

**DEPARTMENT OF DEFENSE**  
**Defense Intelligence Civilian Personnel System (DCIPS)**  
**2026 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>	<b>GEOLOC Code</b>
All Foreign Locations	Various

<b>Pay Band</b>	<b>Percentage</b>
All	33.94%

**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 \$197,200.

Effective: January 1, 2026

**DEPARTMENT OF DEFENSE**  
**Defense Intelligence Civilian Personnel System (DCIPS)**  
**2026 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>	<b>GEOLOC Code</b>
Within the Contiguous United States and Non-Foreign Areas Outside the Contiguous United States	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 \$197,200.

Effective: January 1, 2026

# Defense Intelligence Civilian Personnel System (DCIPS)

## 2026 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 \$197,200.

Effective: January 1, 2026

## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

#### 2026 Targeted Local Market Supplement (TLMS) for STEM/CYBER Work Roles

Occupational Series/Work Roles
<p>Covers Defense Civilian Intelligence Personnel System in Occupational Series 0132/Work Role Science and Technology Analysis (Requires scientific or engineering degree); 0401/Supporting select S&amp;TI missions or research, i.e., biological warfare; 0801/All Work Roles; 0803/All Work Roles; 0804/All Work Roles; 0806/All Work Roles; 0808/All Work Roles; 0810/All Work Roles; 0819/All Work Roles; 0830/All Work Roles; 0840/All Work Roles; 0850/All Work Roles; 0854/ All Work Roles; 0855/All Work Roles; 0858/All Work Roles; 0861/All Work Roles; 0893/All Work Roles; 0896/All Work Roles; 1301/All Work Roles; 1310/All Work Roles; 1320/All Work Roles; 1340/All Work Roles; 1501/All Work Roles; 1515/All Work Roles; 1520/All Work Roles; 1530/All Work Roles; 1550/All Work Roles; 1560/All Work Roles; 2210/DCWF's 441, 461, 511, 531, 541, 621, 622, 631, 632, 651, 652, 661, 671, 802, DCWF 121 Exploitation Analyst (Not Certified), and DCWF 322 Interactive Operator (Not Certified).</p>

Grades	Percentage
GG-07	90%
GG-08	85%
GG-09	80%
GG-10	72%
GG-11	65%
GG-12	54%
GG-13	46%
GG-14	38%
GG-15	32.49%*

\*If DCIPS TLMS rate is lower than the applicable GS Locality Rate, DCIPS employee will revert to the higher applicable GS Locality Rate.

**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 \$197,200.

**Effective: 1 January 2026**

## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

#### 2026 Targeted Local Market Supplement (TLMS) for 780th Military Intelligence Brigade Work Roles

Occupational Series/Work Roles
<b>Covers Defense Civilian Intelligence Personnel System employees assigned to Primary Work Roles: 321 (Access Network Operator); 322 (Interactive Operator); 121 (Exploitation Analyst); or 621 (Capabilities Development Specialist).</b>

Grades	Percentage
GG-07	97%
GG-08	91%
GG-09	87%
GG-10	78%
GG-11	71%
GG-12 – GG-13	61%
GG-14 – GG-15	57%

**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 \$197,200.

**Effective: 1 January 2026**

## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

#### 2026 Targeted Local Market Supplement (TLMS) for DCIPS Pilots

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

<b>Special Rate Table Number 0759</b>	
San Jose-San Francisco-Oakland, CA Locality Pay Area	
Grades	Percentage
GG-09 – GG-13	68%
GG-14	59%
GG-15	49%

<b>Special Rate Table Number 0760</b>	
New York-Newark, NY-NJ-CT-PA Locality Pay Area	
Grades	Percentage
GG-09 – GG-13	62%
GG-14	52%
GG-15	42%

<b>Special Rate Table Number 0761</b>	
Houston-The Woodlands, TX and Los Angeles-Long Beach, CA Locality Pay Areas	
Grades	Percentage
GG-09 – GG-13	60%
GG-14	50%
GG-15	40%

<b>Special Rate Table Number 0762</b>	
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	
Grades	Percentage
GG-09 – GG-13	57%
GG-14	47%
GG-15	37%

**Effective: 1 January 2026**

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## 2026 TLMS for DCIPS Pilots (Continued)

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

<b>Special Rate Table Number 0763</b>	
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	
Grades	Percentage
GG-09 – GG-13	54%
GG-14	44%
GG-15	34%

<b>Special Rate Table Number 0764</b>	
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	
Grades	Percentage
GG-09 – GG-13	52%
GG-14	42%
GG-15	32%

<b>Special Rate Table Number 0765</b>	
Atlanta-Athens-Clarke County--Sandy Springs, GA-AL -- Buffalo-Cheektowaga-Olean, NY -- Cincinnati-Wilmington-Maysville, OH-KY-IN -- Cleveland-Akron-Canton, OH-PA -- Milwaukee-Racine-Waukesha, WI -- Phoenix-Mesa, AZ -- Raleigh-Durham-Cary, NC Locality Pay Areas	
Grades	Percentage
GG-09 – GG-13	49%
GG-14	39%
GG-15	29%

<b>Special Rate Table Number 0766</b>	
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	
Grades	Percentage
GG-11 – GG-13	47%
GG-14	37%
GG-15	27%

**Effective: 1 January 2026**

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## 2026 TLMS for DCIPS Pilots (Continued)

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

### Special Rate Table Number 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, IA -- 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

Grades	Percentage
GG-09 – GG-13	45%
GG-14	35%
GG-15	25%

### Special Rate Table Number 558A

Alaska, AK Locality Pay Area

Grades	Percentage
GG-09 – GG-13	62.36%
GG-14	52.36%
GG-15	42.36%

### Special Rate Table Number 558H

Hawaii, HI Locality Pay Area

Grades	Percentage
GG-09 – GG-13	52.21%
GG-14	42.21%
GG-15	32.21%

### Special Rate Table Number 558P

Puerto Rico Locality Pay Area

Grades	Percentage
GG-11 – GG-13	47.06%
GG-14	37.06%
GG-15	27.06%