

**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 2026**

**\*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	\$107,176	\$110,749	\$114,322	\$117,896	\$121,469	\$125,042	\$128,616	\$132,189	\$135,762	\$139,336	\$142,909	\$146,483
GG12	\$128,458	\$132,740	\$137,022	\$141,305	\$145,587	\$149,869	\$154,152	\$158,434	\$162,716	\$166,999	\$171,281	\$175,563
GG13	\$152,754	\$157,846	\$162,938	\$168,030	\$173,122	\$178,214	\$183,306	\$188,399	\$193,491	\$197,200	\$197,200	\$197,200
GG14	\$170,839	\$176,535	\$182,230	\$187,925	\$193,621	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200
GG15	\$188,312	\$194,590	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$103,348	\$106,794	\$110,239	\$113,685	\$117,131	\$120,577	\$124,022	\$127,468	\$130,914	\$134,360	\$137,805	\$141,251
GG12	\$123,870	\$127,999	\$132,129	\$136,258	\$140,388	\$144,517	\$148,646	\$152,776	\$156,905	\$161,034	\$165,164	\$169,293
GG13	\$147,299	\$152,209	\$157,119	\$162,029	\$166,939	\$171,850	\$176,760	\$181,670	\$186,580	\$191,490	\$196,401	\$197,200
GG14	\$163,318	\$168,763	\$174,207	\$179,652	\$185,096	\$190,541	\$195,986	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200
GG15	\$179,465	\$185,448	\$191,430	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$102,072	\$105,475	\$108,878	\$112,282	\$115,685	\$119,088	\$122,491	\$125,894	\$129,298	\$132,701	\$136,104	\$139,507
GG12	\$122,341	\$126,419	\$130,498	\$134,576	\$138,654	\$142,733	\$146,811	\$150,890	\$154,968	\$159,046	\$163,125	\$167,203
GG13	\$145,480	\$150,330	\$155,179	\$160,029	\$164,878	\$169,728	\$174,578	\$179,427	\$184,277	\$189,126	\$193,976	\$197,200
GG14	\$161,169	\$166,542	\$171,915	\$177,288	\$182,661	\$188,034	\$193,407	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200
GG15	\$176,938	\$182,836	\$188,734	\$194,632	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$100,158	\$103,498	\$106,837	\$110,176	\$113,516	\$116,855	\$120,194	\$123,534	\$126,873	\$130,213	\$133,552	\$136,891
GG12	\$120,047	\$124,049	\$128,051	\$132,053	\$136,055	\$140,057	\$144,058	\$148,060	\$152,062	\$156,064	\$160,066	\$164,068
GG13	\$142,752	\$147,511	\$152,270	\$157,028	\$161,787	\$166,546	\$171,304	\$176,063	\$180,822	\$185,580	\$190,339	\$195,098
GG14	\$157,946	\$163,211	\$168,477	\$173,742	\$179,008	\$184,273	\$189,539	\$194,804	\$197,200	\$197,200	\$197,200	\$197,200
GG15	\$173,146	\$178,918	\$184,690	\$190,462	\$196,233	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$98,244	\$101,520	\$104,795	\$108,071	\$111,347	\$114,622	\$117,898	\$121,173	\$124,449	\$127,725	\$131,000	\$134,276
GG12	\$117,753	\$121,678	\$125,604	\$129,529	\$133,455	\$137,380	\$141,306	\$145,231	\$149,157	\$153,082	\$157,008	\$160,933
GG13	\$140,025	\$144,692	\$149,360	\$154,028	\$158,695	\$163,363	\$168,031	\$172,699	\$177,366	\$182,034	\$186,702	\$191,370
GG14	\$154,722	\$159,880	\$165,038	\$170,196	\$175,355	\$180,513	\$185,671	\$190,829	\$195,987	\$197,200	\$197,200	\$197,200
GG15	\$169,355	\$175,000	\$180,645	\$186,291	\$191,936	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$96,968	\$100,201	\$103,434	\$106,668	\$109,901	\$113,134	\$116,367	\$119,600	\$122,833	\$126,066	\$129,299	\$132,532
GG12	\$116,224	\$120,098	\$123,973	\$127,847	\$131,722	\$135,596	\$139,471	\$143,345	\$147,220	\$151,094	\$154,969	\$158,843
GG13	\$138,206	\$142,813	\$147,420	\$152,027	\$156,634	\$161,242	\$165,849	\$170,456	\$175,063	\$179,670	\$184,277	\$188,884
GG14	\$152,573	\$157,660	\$162,746	\$167,833	\$172,919	\$178,006	\$183,092	\$188,178	\$193,265	\$197,200	\$197,200	\$197,200
GG15	\$166,827	\$172,388	\$177,949	\$183,510	\$189,072	\$194,633	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$95,055	\$98,224	\$101,393	\$104,562	\$107,731	\$110,901	\$114,070	\$117,239	\$120,408	\$123,578	\$126,747	\$129,916
GG12	\$113,930	\$117,728	\$121,526	\$125,324	\$129,122	\$132,920	\$136,718	\$140,516	\$144,314	\$148,112	\$151,910	\$155,708
GG13	\$135,478	\$139,994	\$144,511	\$149,027	\$153,543	\$158,059	\$162,575	\$167,092	\$171,608	\$176,124	\$180,640	\$185,156
GG14	\$149,350	\$154,329	\$159,308	\$164,287	\$169,266	\$174,245	\$179,224	\$184,203	\$189,182	\$194,161	\$197,200	\$197,200
GG15	\$163,035	\$168,470	\$173,905	\$179,340	\$184,774	\$190,209	\$195,644	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$93,779	\$96,905	\$100,032	\$103,159	\$106,285	\$109,412	\$112,539	\$115,665	\$118,792	\$121,919	\$125,046	\$128,172
GG12	\$112,401	\$116,148	\$119,895	\$123,642	\$127,389	\$131,136	\$134,883	\$138,630	\$142,377	\$146,124	\$149,871	\$153,618
GG13	\$133,660	\$138,115	\$142,571	\$147,026	\$151,482	\$155,938	\$160,393	\$164,849	\$169,304	\$173,760	\$178,215	\$182,671
GG14	\$147,201	\$152,108	\$157,016	\$161,923	\$166,830	\$171,738	\$176,645	\$181,552	\$186,460	\$191,367	\$196,274	\$197,200
GG15	\$160,508	\$165,858	\$171,209	\$176,559	\$181,910	\$187,260	\$192,611	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**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 2026**

**\*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	\$92,503	\$95,587	\$98,671	\$101,755	\$104,839	\$107,924	\$111,008	\$114,092	\$117,176	\$120,260	\$123,344	\$126,428
GG12	\$110,871	\$114,567	\$118,263	\$121,960	\$125,656	\$129,352	\$133,048	\$136,744	\$140,440	\$144,136	\$147,832	\$151,528
GG13	\$131,841	\$136,236	\$140,631	\$145,026	\$149,421	\$153,816	\$158,211	\$162,606	\$167,001	\$171,396	\$175,791	\$180,186
GG14	\$145,052	\$149,888	\$154,724	\$159,559	\$164,395	\$169,231	\$174,066	\$178,902	\$183,738	\$188,573	\$193,409	\$197,200
GG15	\$157,980	\$163,246	\$168,513	\$173,779	\$179,045	\$184,311	\$189,578	\$194,844	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**558A - Alaska, AK**

**Rates set at Base GG plus 62.36 percent for GG-11/GG-12/GG-13;**

**Base GG plus 52.36 percent for GG-14;**

**Base GG plus 42.36 percent for GG-15**

**Effective 1 Jan 2026**

**\*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	\$103,578	\$107,031	\$110,485	\$113,938	\$117,391	\$120,845	\$124,298	\$127,751	\$131,204	\$134,658	\$138,112	\$141,565
GG12	\$124,145	\$128,284	\$132,422	\$136,561	\$140,700	\$144,838	\$148,977	\$153,115	\$157,254	\$161,392	\$165,531	\$169,669
GG13	\$147,626	\$152,547	\$157,468	\$162,389	\$167,311	\$172,231	\$177,152	\$182,074	\$186,995	\$191,916	\$196,837	\$197,200
GG14	\$163,705	\$169,163	\$174,620	\$180,077	\$185,535	\$190,992	\$196,450	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200
GG15	\$179,920	\$185,918	\$191,916	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**558H - Hawaii, HI**

**Rates set at Base GG plus 52.21 percent for GG-11/GG-12/GG-13;**

**Base GG plus 42.21 percent for GG-14;**

**Base GG plus 32.21 percent for GG-15**

**Effective 1 Jan 2026**

**\*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	\$97,103	\$100,340	\$103,578	\$106,815	\$110,052	\$113,290	\$116,527	\$119,765	\$123,002	\$126,240	\$129,477	\$132,715
GG12	\$116,384	\$120,265	\$124,144	\$128,024	\$131,904	\$135,783	\$139,663	\$143,543	\$147,423	\$151,303	\$155,183	\$159,062
GG13	\$138,397	\$143,011	\$147,624	\$152,237	\$156,851	\$161,464	\$166,078	\$170,692	\$175,305	\$179,918	\$184,532	\$189,145
GG14	\$152,799	\$157,893	\$162,987	\$168,080	\$173,175	\$178,269	\$183,363	\$188,457	\$193,550	\$197,200	\$197,200	\$197,200
GG15	\$167,092	\$172,663	\$178,232	\$183,802	\$189,373	\$194,942	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**558P - Puerto Rico**

**Rates set at Base GG plus 47.06 percent for GG-11/GG-12/GG-13;**

**Base GG plus 37.06 percent for GG-14;**

**Base GG plus 27.06 percent for GG-15**

**Effective 1 Jan 2026**

**\*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	\$93,817	\$96,945	\$100,073	\$103,201	\$106,329	\$109,457	\$112,585	\$115,712	\$118,840	\$121,968	\$125,097	\$128,225
GG12	\$112,447	\$116,195	\$119,943	\$123,692	\$127,441	\$131,189	\$134,938	\$138,687	\$142,435	\$146,183	\$149,932	\$153,681
GG13	\$133,715	\$138,172	\$142,629	\$147,086	\$151,544	\$156,001	\$160,458	\$164,916	\$169,374	\$173,831	\$178,288	\$182,746
GG14	\$147,265	\$152,175	\$157,084	\$161,994	\$166,904	\$171,813	\$176,723	\$181,632	\$186,541	\$191,451	\$196,360	\$197,200
GG15	\$160,583	\$165,937	\$171,290	\$176,642	\$181,996	\$187,349	\$192,702	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200

**\*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 \$197,200**