

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 2025

***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
GG09	\$87,704	\$90,628	\$93,551	\$96,474	\$99,397	\$102,320	\$105,244	\$108,167	\$111,090	\$114,013	\$116,936	\$119,860
GG11	\$106,114	\$109,650	\$113,187	\$116,723	\$120,259	\$123,796	\$127,332	\$130,869	\$134,405	\$137,941	\$141,478	\$145,014
GG12	\$127,186	\$131,426	\$135,667	\$139,907	\$144,147	\$148,388	\$152,628	\$156,868	\$161,109	\$165,349	\$169,589	\$173,830
GG13	\$151,242	\$156,284	\$161,325	\$166,367	\$171,409	\$176,450	\$181,492	\$186,534	\$191,575	\$195,200	\$195,200	\$195,200
GG14	\$169,147	\$174,786	\$180,424	\$186,062	\$191,700	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200
GG15	\$186,448	\$192,663	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

***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 \$195,200

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 2025

***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
GG09	\$84,572	\$87,391	\$90,210	\$93,029	\$95,847	\$98,666	\$101,485	\$104,304	\$107,123	\$109,941	\$112,760	\$115,579
GG11	\$102,324	\$105,734	\$109,144	\$112,554	\$115,964	\$119,375	\$122,785	\$126,195	\$129,605	\$133,015	\$136,425	\$139,835
GG12	\$122,644	\$126,733	\$130,821	\$134,910	\$138,999	\$143,088	\$147,177	\$151,266	\$155,355	\$159,444	\$163,533	\$167,621
GG13	\$145,841	\$150,702	\$155,564	\$160,425	\$165,287	\$170,149	\$175,010	\$179,872	\$184,733	\$189,595	\$194,457	\$195,200
GG14	\$161,701	\$167,091	\$172,480	\$177,870	\$183,260	\$188,650	\$194,040	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200
GG15	\$177,689	\$183,612	\$189,535	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$83,528	\$86,312	\$89,096	\$91,880	\$94,664	\$97,448	\$100,232	\$103,016	\$105,800	\$108,584	\$111,368	\$114,152
GG11	\$101,061	\$104,429	\$107,797	\$111,165	\$114,533	\$117,901	\$121,269	\$124,637	\$128,005	\$131,373	\$134,741	\$138,109
GG12	\$121,130	\$125,168	\$129,206	\$133,245	\$137,283	\$141,322	\$145,360	\$149,398	\$153,437	\$157,475	\$161,514	\$165,552
GG13	\$144,040	\$148,842	\$153,643	\$158,445	\$163,246	\$168,048	\$172,850	\$177,651	\$182,453	\$187,254	\$192,056	\$195,200
GG14	\$159,573	\$164,892	\$170,211	\$175,530	\$180,849	\$186,168	\$191,487	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200
GG15	\$175,186	\$181,026	\$186,865	\$192,704	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$81,962	\$84,694	\$87,425	\$90,157	\$92,889	\$95,621	\$98,353	\$101,084	\$103,816	\$106,548	\$109,280	\$112,012
GG11	\$99,166	\$102,471	\$105,776	\$109,080	\$112,385	\$115,690	\$118,995	\$122,300	\$125,605	\$128,910	\$132,214	\$135,519
GG12	\$118,858	\$122,821	\$126,784	\$130,746	\$134,709	\$138,672	\$142,635	\$146,597	\$150,560	\$154,523	\$158,485	\$162,448
GG13	\$141,339	\$146,051	\$150,762	\$155,474	\$160,186	\$164,897	\$169,609	\$174,320	\$179,032	\$183,743	\$188,455	\$193,167
GG14	\$156,382	\$161,594	\$166,807	\$172,019	\$177,232	\$182,445	\$187,657	\$192,870	\$195,200	\$195,200	\$195,200	\$195,200
GG15	\$171,432	\$177,146	\$182,861	\$188,575	\$194,289	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$80,396	\$83,075	\$85,755	\$88,435	\$91,114	\$93,794	\$96,473	\$99,153	\$101,833	\$104,512	\$107,192	\$109,871
GG11	\$97,271	\$100,513	\$103,754	\$106,996	\$110,238	\$113,480	\$116,721	\$119,963	\$123,205	\$126,446	\$129,688	\$132,930
GG12	\$116,587	\$120,474	\$124,361	\$128,248	\$132,135	\$136,022	\$139,909	\$143,796	\$147,683	\$151,570	\$155,457	\$159,344
GG13	\$138,639	\$143,260	\$147,882	\$152,503	\$157,125	\$161,746	\$166,368	\$170,989	\$175,611	\$180,232	\$184,854	\$189,475
GG14	\$153,190	\$158,296	\$163,403	\$168,509	\$173,615	\$178,721	\$183,828	\$188,934	\$194,040	\$195,200	\$195,200	\$195,200
GG15	\$167,678	\$173,267	\$178,857	\$184,446	\$190,035	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$79,352	\$81,996	\$84,641	\$87,286	\$89,931	\$92,576	\$95,220	\$97,865	\$100,510	\$103,155	\$105,800	\$108,444
GG11	\$96,008	\$99,207	\$102,407	\$105,607	\$108,806	\$112,006	\$115,205	\$118,405	\$121,605	\$124,804	\$128,004	\$131,203
GG12	\$115,073	\$118,910	\$122,746	\$126,583	\$130,419	\$134,256	\$138,092	\$141,928	\$145,765	\$149,601	\$153,438	\$157,274
GG13	\$136,838	\$141,400	\$145,961	\$150,523	\$155,084	\$159,646	\$164,207	\$168,769	\$173,330	\$177,892	\$182,453	\$187,015
GG14	\$151,062	\$156,098	\$161,133	\$166,168	\$171,204	\$176,239	\$181,274	\$186,310	\$191,345	\$195,200	\$195,200	\$195,200
GG15	\$165,176	\$170,681	\$176,187	\$181,693	\$187,198	\$192,704	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$77,785	\$80,378	\$82,971	\$85,563	\$88,156	\$90,748	\$93,341	\$95,934	\$98,526	\$101,119	\$103,711	\$106,304
GG11	\$94,113	\$97,249	\$100,386	\$103,522	\$106,659	\$109,795	\$112,932	\$116,068	\$119,204	\$122,341	\$125,477	\$128,614
GG12	\$112,802	\$116,563	\$120,323	\$124,084	\$127,845	\$131,606	\$135,367	\$139,127	\$142,888	\$146,649	\$150,410	\$154,170
GG13	\$134,137	\$138,609	\$143,080	\$147,552	\$152,023	\$156,495	\$160,966	\$165,438	\$169,909	\$174,381	\$178,852	\$183,324
GG14	\$147,871	\$152,800	\$157,729	\$162,658	\$167,587	\$172,516	\$177,445	\$182,374	\$187,303	\$192,231	\$195,200	\$195,200
GG15	\$161,422	\$166,802	\$172,183	\$177,563	\$182,944	\$188,325	\$193,705	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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	\$92,850	\$95,944	\$99,038	\$102,133	\$105,227	\$108,321	\$111,416	\$114,510	\$117,604	\$120,699	\$123,793	\$126,887
GG12	\$111,288	\$114,998	\$118,708	\$122,419	\$126,129	\$129,839	\$133,550	\$137,260	\$140,970	\$144,680	\$148,391	\$152,101
GG13	\$132,337	\$136,748	\$141,160	\$145,571	\$149,983	\$154,394	\$158,806	\$163,217	\$167,629	\$172,040	\$176,451	\$180,863
GG14	\$145,743	\$150,601	\$155,459	\$160,317	\$165,175	\$170,033	\$174,891	\$179,749	\$184,608	\$189,466	\$194,324	\$195,200
GG15	\$158,919	\$164,216	\$169,513	\$174,810	\$180,108	\$185,405	\$190,702	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$75,697	\$78,220	\$80,743	\$83,266	\$85,789	\$88,312	\$90,835	\$93,358	\$95,881	\$98,404	\$100,927	\$103,450
GG11	\$91,586	\$94,639	\$97,691	\$100,743	\$103,795	\$106,848	\$109,900	\$112,952	\$116,004	\$119,057	\$122,109	\$125,161
GG12	\$109,774	\$113,434	\$117,093	\$120,753	\$124,413	\$128,073	\$131,733	\$135,392	\$139,052	\$142,712	\$146,372	\$150,032
GG13	\$130,536	\$134,888	\$139,239	\$143,591	\$147,942	\$152,294	\$156,645	\$160,996	\$165,348	\$169,699	\$174,051	\$178,402
GG14	\$143,616	\$148,403	\$153,190	\$157,977	\$162,764	\$167,551	\$172,338	\$177,125	\$181,913	\$186,700	\$191,487	\$195,200
GG15	\$156,416	\$161,630	\$166,844	\$172,058	\$177,271	\$182,485	\$187,699	\$192,913	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$84,761	\$87,586	\$90,411	\$93,236	\$96,061	\$98,886	\$101,711	\$104,536	\$107,361	\$110,186	\$113,011	\$115,836
GG11	\$102,552	\$105,969	\$109,387	\$112,804	\$116,222	\$119,639	\$123,058	\$126,475	\$129,893	\$133,310	\$136,728	\$140,146
GG12	\$122,916	\$127,014	\$131,112	\$135,210	\$139,309	\$143,406	\$147,504	\$151,602	\$155,700	\$159,798	\$163,896	\$167,994
GG13	\$146,165	\$151,037	\$155,909	\$160,781	\$165,655	\$170,527	\$175,399	\$180,272	\$185,144	\$190,016	\$194,889	\$195,200
GG14	\$162,083	\$167,487	\$172,889	\$178,292	\$183,694	\$189,097	\$194,500	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200
GG15	\$178,139	\$184,077	\$190,016	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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
GG09	\$79,462	\$82,110	\$84,759	\$87,407	\$90,056	\$92,704	\$95,352	\$98,001	\$100,649	\$103,298	\$105,946	\$108,594
GG11	\$96,141	\$99,344	\$102,549	\$105,752	\$108,957	\$112,160	\$115,365	\$118,568	\$121,773	\$124,976	\$128,181	\$131,385
GG12	\$115,232	\$119,074	\$122,915	\$126,757	\$130,600	\$134,441	\$138,283	\$142,124	\$145,966	\$149,809	\$153,650	\$157,492
GG13	\$137,028	\$141,595	\$146,163	\$150,730	\$155,299	\$159,866	\$164,434	\$169,002	\$173,570	\$178,137	\$182,705	\$187,273
GG14	\$151,285	\$156,329	\$161,372	\$166,414	\$171,457	\$176,499	\$181,543	\$186,585	\$191,628	\$195,200	\$195,200	\$195,200
GG15	\$165,438	\$170,952	\$176,468	\$181,982	\$187,497	\$193,011	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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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 2025

***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	\$92,888	\$95,983	\$99,079	\$102,174	\$105,270	\$108,365	\$111,461	\$114,556	\$117,653	\$120,748	\$123,844	\$126,939
GG12	\$111,333	\$115,045	\$118,757	\$122,468	\$126,181	\$129,892	\$133,604	\$137,316	\$141,027	\$144,740	\$148,451	\$152,163
GG13	\$132,391	\$136,804	\$141,217	\$145,630	\$150,044	\$154,457	\$158,870	\$163,284	\$167,697	\$172,110	\$176,523	\$180,937
GG14	\$145,807	\$150,668	\$155,528	\$160,388	\$165,248	\$170,108	\$174,968	\$179,828	\$184,688	\$189,548	\$194,409	\$195,200
GG15	\$158,994	\$164,293	\$169,594	\$174,893	\$180,193	\$185,493	\$190,792	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200

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