



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 17 2014

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, DEFENSE THREAT REDUCTION AGENCY
DIRECTOR, MISSILE DEFENSE AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL
SECURITY SERVICE
DIRECTOR, DEFENSE POW/MISSING PERSONNEL OFFICE
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES

SUBJECT: 2014 Defense Civilian Intelligence Personnel System Pay Ranges

Attached are the approved Defense Civilian Intelligence Personnel System (DCIPS) pay ranges for calendar year 2014. The Executive Order, "Adjustments of Certain Rates of Pay," dated December 24, 2013, provides for a one percent general pay increase for federal employees. This increase is reflected in the attached GG grade ranges, pay band ranges for the National Geospatial-Intelligence Agency, and special salary rates for the National Security Agency. Since no locality pay increase has been authorized, DCIPS local market supplements and targeted local market supplements (TLMS), with the exception of those for non-foreign overseas areas, remain frozen. The TLMS rate tables for non-foreign overseas areas outside the contiguous United States (OCONUS) reflect a reduction of approximately one-third from 2013 in accordance with the Non-Foreign OCONUS TLMS phase-out schedule implemented in 2011.

The effective date for these changes is January 12, 2014. The point of contact is Mr. Gary Cunningham at (703) 602-8602 or gary.r.cunningham8.civ@mail.mil.


Jessica L. Wright
Acting

Attachments:
As stated

cc:
Under Secretary of Defense for Intelligence

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
GG Grade Ranges for 2014
(Reflects a 1.0% Increase from 2013 Rates)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Max (Extended Range)	WGI
1	\$17,981	\$18,582	\$19,180	\$19,775	\$20,373	\$20,724	\$21,315	\$21,911	\$21,934	\$22,494	\$23,614	Varies
2	\$20,217	\$20,698	\$21,367	\$21,934	\$22,179	\$22,831	\$23,483	\$24,135	\$24,787	\$25,439	\$26,743	Varies
3	\$22,058	\$22,793	\$23,528	\$24,263	\$24,998	\$25,733	\$26,468	\$27,203	\$27,938	\$28,673	\$30,143	\$735
4	\$24,763	\$25,588	\$26,413	\$27,238	\$28,063	\$28,888	\$29,713	\$30,538	\$31,363	\$32,188	\$33,838	\$825
5	\$27,705	\$28,629	\$29,553	\$30,477	\$31,401	\$32,325	\$33,249	\$34,173	\$35,097	\$36,021	\$37,869	\$924
6	\$30,883	\$31,912	\$32,941	\$33,970	\$34,999	\$36,028	\$37,057	\$38,086	\$39,115	\$40,144	\$42,202	\$1,029
7	\$34,319	\$35,463	\$36,607	\$37,751	\$38,895	\$40,039	\$41,183	\$42,327	\$43,471	\$44,615	\$46,903	\$1,144
8	\$38,007	\$39,274	\$40,541	\$41,808	\$43,075	\$44,342	\$45,609	\$46,876	\$48,143	\$49,410	\$51,944	\$1,267
9	\$41,979	\$43,378	\$44,777	\$46,176	\$47,575	\$48,974	\$50,373	\$51,772	\$53,171	\$54,570	\$57,368	\$1,399
10	\$46,229	\$47,770	\$49,311	\$50,852	\$52,393	\$53,934	\$55,475	\$57,016	\$58,557	\$60,098	\$63,180	\$1,541
11	\$50,790	\$52,483	\$54,176	\$55,869	\$57,562	\$59,255	\$60,948	\$62,641	\$64,334	\$66,027	\$69,413	\$1,693
12	\$60,877	\$62,906	\$64,935	\$66,964	\$68,993	\$71,022	\$73,051	\$75,080	\$77,109	\$79,138	\$83,196	\$2,029
13	\$72,391	\$74,804	\$77,217	\$79,630	\$82,043	\$84,456	\$86,869	\$89,282	\$91,695	\$94,108	\$98,934	\$2,413
14	\$85,544	\$88,395	\$91,246	\$94,097	\$96,948	\$99,799	\$102,650	\$105,501	\$108,352	\$111,203	\$116,905	\$2,851
15	\$100,624	\$103,978	\$107,332	\$110,686	\$114,040	\$117,394	\$120,748	\$124,102	\$127,456	\$130,810	\$137,518	\$3,354

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

* The extended range is available to employees through receipt of performance-based awards, and is not accessible through longevity-based within-grade increases.

Effective Date: January 12, 2014

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2014
(Reflects a 1.0% Increase from 2013 Rates)**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$17,981	\$46,903
Band 2	\$34,319	\$63,180
Band 3	\$50,790	\$98,934
Band 4	\$72,391	\$116,905
Band 5	\$100,624	\$137,518

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

Effective Date: January 12, 2014

Department of Defense Defense Civilian Intelligence Personnel System (DCIPS) 2014 Local Market Supplements (LMS) Frozen at 2010 Levels	
Area	Local Market Supplement (LMS) Rate
Alaska	24.69%
Atlanta-Sandy Springs-Gainesville, GA-AL.	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME. .	24.80%
Buffalo-Niagara-Cattaraugus, NY .	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI.	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN .	18.55%
Cleveland-Akron-Elyria, OH .	18.68%
Columbus-Marion-Chillicothe, OH .	17.16%
Dallas-Fort Worth, TX	20.67%
Dayton-Springfield-Greenville, OH .	16.24%
Denver-Aurora-Boulder, CO .	22.52%
Detroit-Warren-Flint, MI .	24.09%
Hartford-West Hartford-Willimantic, CT-MA	25.82%
Hawaii	16.51%
Houston-Baytown-Huntsville, TX .	28.71%
Huntsville-Decatur, AL. .	16.02%
Indianapolis-Anderson-Columbus, IN. .	14.68%
Los Angeles-Long Beach-Riverside, CA	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL	20.79%
Milwaukee-Racine-Waukesha, WI .	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD .	21.79%
Phoenix-Mesa-Scottsdale, AZ .	16.76%
Pittsburgh-New Castle, PA	16.37%
Portland-Vancouver-Beaverton, OR-WA .	20.35%
Raleigh-Durham-Cary, NC .	17.64%
Richmond, VA. .	16.47%
Sacramento--Arden-Arcade-Yuba City, CA-NV	22.20%
San Diego-Carlsbad-San Marcos, CA	24.19%
San Jose-San Francisco-Oakland, CA	35.15%
Seattle-Tacoma-Olympia, WA.	21.81%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA	24.22%
Rest of U.S. (including Guam and Puerto Rico)	14.16%

AUTHORITY: These Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March, 03 2012. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$157,100

Effective date: January 12, 2014

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Foreign Area Targeted Local Market Supplements (TLMS) Frozen at 2010 Levels

Occupational Series	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Locations
All Foreign Locations

GEOLOC Code
Various

Pay Band	Percentage
All	24.22%

AUTHORITY: Targeted Local Market Supplements are authorized under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

**2014 Alaska
Targeted Local Market Supplements (TLMS)**

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Codes
Alaska (Anchorage, Fairbanks, Juneau)	020130020, 020770090, 021130110, 020655090, 020795240, 020798020, 020801090, 020710020

Pay Band	Percentage
All	31.5%

This TLMS rate reflects a decrease of 6.31% from the 2013 rate in accordance with the USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010. See the "DCIPS Non-Foreign Area TLMS Phase-out Schedule" for the estimated 2015 rates.

This TLMS rate applies only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

AUTHORITY: These Targeted Local Market Supplements have been adjusted under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012, and USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100
 Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 12, 2014

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Territory of Guam Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Codes
Territory of Guam	GQ0000000, GQ0200000, GQ0600000

Pay Band	Percentage
All	21.71%

This TLMS rate reflects a decrease of 7.05% from the 2013 rate in accordance with the USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010. See the "DCIPS Non-Foreign Area TLMS Phase-out Schedule" for the estimated 2015 rates.

This TLMS rates applies only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

AUTHORITY: These Targeted Local Market Supplements have been adjusted under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012, and USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100
Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 12, 2014

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Hawaii Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

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

Pay Band	Percentage
All	23.91%

This TLMS rate reflects a decrease of 6.9% from the 2013 rate in accordance with the USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010. See the "DCIPS Non-Foreign Area TLMS Phase-out Schedule" for the estimated 2015 rates.

These TLMS rates apply only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

AUTHORITY: These Targeted Local Market Supplements have been adjusted under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012, and USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100
Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 12, 2014

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Commonwealth of Puerto Rico Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Code
Commonwealth of Puerto Rico	RQ0000000, RQ0395000

Pay Band	Percentage
All	21.60%

This TLMS rate reflects a decrease of 6.94% from the 2012 rate in accordance with the USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010. See the "DCIPS Non-Foreign Area TLMS Phase-out Schedule" for the estimated 2015 rates.

These TLMS rates apply only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

AUTHORITY: These Targeted Local Market Supplements have been adjusted under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012, and USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100. Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 12, 2014

**Phase-out Schedule for DCIPS Non-foreign Area
Targeted Local Market Supplements (TLMS)
(Commenced January 13, 2013)**

These TLMS rates are computed by projecting the 2015 LMS rate, subtracting the 2012 TLMS rate from the 2015 LMS and dividing the product into thirds.

For example, the projected 2015 LMS rate for Hawaii is 17.01%. Subtracting the 2012 Hawaii TLMS of rate 37.72% equals 20.71%. This number divided by 3 equals 6.9%. So the projected annual reduction of TLMS in 2013, 2014, and 2015 is 6.9%. To project the 2015 LMS and COLA rates, an LMS increase of 0.5% is assumed for 2015.

These TLMS rates apply only to employees who were permanently assigned, or temporarily assigned with TCS orders, to the location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for the location.

COLA rates are administered by the U.S. Office of Personnel Management (OPM) and are determined by a formula prescribed by the Non-foreign Area Retirement Equity Assurance Act of 2009. The annual decreases in COLA rates are tied to annual increases in the LMS rates for the non-foreign areas.

	Alaska		Guam		Hawaii		Puerto Rico	
Year	TLMS	COLA	TLMS	COLA	TLMS	COLA	TLMS	COLA
2013	37.81%	5.57%	28.75%	13.84%	30.82%	12.25%	28.53%	4.20%
2014	31.50%	5.57%	21.71%	13.84%	23.91%	12.25%	21.60%	4.20%
2015	24.94%	5.29%	14.66%	13.49%	17.01%	11.92%	14.66%	3.90%

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule A

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
Within Contiguous United States. (Also applies to polygraphers in Hawaii who are excluded from Polygrapher TLMS Schedule B)

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	10%
IA 03 / GG 11-13 / Full Performance	8%
IA 04 / GG 13-14 / Senior	6%
IA 05 / GG 15 / Expert	2%

** Percentages are added on to the Local Market Supplements in effect for the employee's local market area.

NOTE: Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$157,100).

Effective Date: January 12, 2014

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Targeted Local Market Supplements (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
Hawaii (City and County of Honolulu)	152400003

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	33.91%
IA 03 / GG 11-13 / Full Performance	31.91%
IA 04 / GG 13-14 / Senior	29.91%
IA 05 / GG 15 / Expert	25.91%

** These TLMS rates apply in lieu of the general DCIPS TLMS rate for Hawaii and apply only to employees who were permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the TLMS rate shown on Polygrapher TLMS Schedule A.

These TLMS rates reflect a decrease of 6.9% from the 2013 rate in accordance with the USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010. See the "DCIPS Non-Foreign Area TLMS Phase-out Schedule" for the estimated 2014 and 2015 rates.

Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: These Targeted Local Market Supplements have been adjusted under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012, and USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100
 Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 12, 2014

Defense Intelligence Civilian Personnel System (DCIPS)

2014 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule C

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
All Foreign Areas

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	34.22%
IA 03 / GG 11-13 / Full Performance	32.22%
IA 04 / GG 13-14 / Senior	30.22%
IA 05 / GG 15 / Expert	26.22%

** These TLMS rates apply in lieu of the DCIPS Foreign Area TLMS.

STATEMENT: Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: These Targeted Local Market Supplements are authorized under DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$157,100.

Effective Date: January 12, 2014