



UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

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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: 2015 Defense Civilian Intelligence Personnel System Pay Rates

Attached are the approved Defense Civilian Intelligence Personnel System (DCIPS) pay rates for calendar year 2015. The Executive Order, "Adjustments of Certain Rates of Pay," dated December 19, 2014, authorizes a one percent general pay increase for federal employees. This increase is reflected in the attached GG grades, pay bands for the National Geospatial-Intelligence Agency, and special salary rates for the National Security Agency (NSA). Since no locality pay increase has been authorized, DCIPS local market supplements (LMS) and targeted local market supplements (TLMS), with the exception of those for non-foreign overseas areas, do not change. In accordance with the non-foreign area TLMS phase-out schedule implemented in 2011, the general TLMS rates (as well as NSA field adjustments) paid to employees in non-foreign areas outside the contiguous United States are hereby terminated. With the exception noted in the following paragraph, those employees who are not on occupation-specific TLMS or special salary rates will receive the standard LMS for their geographic area.

To remain competitive with title 5 special salary rates in Hawaii, termination of the 2014 Hawaii TLMS rate will be delayed until further notice for information technology, computer science, and engineering positions that are not on a separate occupation-specific TLMS or special rate. For internal equity purposes, pay for employees in these positions who are currently receiving Hawaii LMS must be increased to the 2014 Hawaii TLMS rate. The Human Capital Management Office within the Office of the Under Secretary of Defense for Intelligence will conduct a thorough study in 2015 to determine the appropriate rates going forward. The effective date for these changes is January 25, 2015. The point of contact is Mr. Gary Cunningham at (703) 602-8602 or gary.r.cunningham8.civ@mail.mil.


Jessica L. Wright

Attachments:

As stated

cc:

Under Secretary of Defense for Intelligence

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2015**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$18,161	\$47,372
Band 2	\$34,662	\$63,812
Band 3	\$51,298	\$99,923
Band 4	\$73,115	\$118,074
Band 5	\$101,630	\$138,893

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," January 17, 2014

Effective Date: January 25, 2015

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

GG Grade Ranges for 2015

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum (Extended Range)	WGI
GG 01	\$18,161	\$18,768	\$19,372	\$19,973	\$20,577	\$20,931	\$21,528	\$22,130	\$22,153	\$22,712	\$23,830	Varies
GG 02	\$20,419	\$20,905	\$21,581	\$22,153	\$22,403	\$23,062	\$23,721	\$24,380	\$25,039	\$25,698	\$27,016	Varies
GG 03	\$22,279	\$23,022	\$23,765	\$24,508	\$25,251	\$25,994	\$26,737	\$27,480	\$28,223	\$28,966	\$30,452	\$743
GG 04	\$25,011	\$25,845	\$26,679	\$27,513	\$28,347	\$29,181	\$30,015	\$30,849	\$31,683	\$32,517	\$34,185	\$834
GG 05	\$27,982	\$28,915	\$29,848	\$30,781	\$31,714	\$32,647	\$33,580	\$34,513	\$35,446	\$36,379	\$38,245	\$933
GG 06	\$31,192	\$32,232	\$33,272	\$34,312	\$35,352	\$36,392	\$37,432	\$38,472	\$39,512	\$40,552	\$42,632	\$1,040
GG 07	\$34,662	\$35,817	\$36,972	\$38,127	\$39,282	\$40,437	\$41,592	\$42,747	\$43,902	\$45,057	\$47,367	\$1,155
GG 08	\$38,387	\$39,667	\$40,947	\$42,227	\$43,507	\$44,787	\$46,067	\$47,347	\$48,627	\$49,907	\$52,467	\$1,280
GG 09	\$42,399	\$43,812	\$45,225	\$46,638	\$48,051	\$49,464	\$50,877	\$52,290	\$53,703	\$55,116	\$57,942	\$1,413
GG 10	\$46,691	\$48,247	\$49,803	\$51,359	\$52,915	\$54,471	\$56,027	\$57,583	\$59,139	\$60,695	\$63,807	\$1,556
GG 11	\$51,298	\$53,008	\$54,718	\$56,428	\$58,138	\$59,848	\$61,558	\$63,268	\$64,978	\$66,688	\$70,108	\$1,710
GG 12	\$61,486	\$63,536	\$65,586	\$67,636	\$69,686	\$71,736	\$73,786	\$75,836	\$77,886	\$79,936	\$84,036	\$2,050
GG 13	\$73,115	\$75,552	\$77,989	\$80,426	\$82,863	\$85,300	\$87,737	\$90,174	\$92,611	\$95,048	\$99,922	\$2,437
GG 14	\$86,399	\$89,279	\$92,159	\$95,039	\$97,919	\$100,799	\$103,679	\$106,559	\$109,439	\$112,319	\$118,079	\$2,880
GG 15	\$101,630	\$105,018	\$108,406	\$111,794	\$115,182	\$118,570	\$121,958	\$125,346	\$128,734	\$132,122	\$138,898	\$3,388

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," January 17, 2014

* 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 25, 2015

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2015 Local Market Supplements (LMS)**

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," January 17, 2014. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$158,700.

Effective date: January 25, 2015

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2015 Foreign Area Targeted Local Market Supplements (TLMS)

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: These Targeted Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," January 17, 2014. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$158,700.

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2015 Hawaii Targeted Local Market Supplements (TLMS) for Information Technology, Computer Science, and Engineering

Occupational Series	Occupation Name/Title
1550, 2210, and all 0800 series engineering occupations	Information Technology Specialist, Computer Scientist, Engineers

Locations
Hawaii (City and County of Honolulu, and County of Maui)

GEOLOC Code
150000009, 150310003, 150585003, 151885003, 152400003, 155400003, 158205003, 158206003, 158725003, 158803003, 159700003, 159998003

Grades	Percentage
GG 07 through 12	23.91%

AUTHORITY: These Targeted Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," January 17, 2014. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$158,700.

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2015 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 the Contiguous United States and Non-Foreign Areas Outside the Contiguous United States

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," January 17, 2014.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$158,700).

Effective Date: January 25, 2015

Defense Intelligence Civilian Personnel System (DCIPS)

2015 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule B

Occupational Series*	Occupation Name/Title
0080, 0132, 1801	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," January 17, 2014.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$158,700.

Effective Date: January 25, 2015