



OFFICE OF THE UNDER SECRETARY OF DEFENSE

5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

INTELLIGENCE

MEMORANDUM FOR DIRECTOR, STRATEGY, PLANS, DOCTRINE, AND FORCE
DEVELOPMENT, AIR FORCE INTELLIGENCE
RECONNAISSANCE AND SURVEILLANCE
ASSISTANT DEPUTY CHIEF OF STAFF, G2 HEADQUARTERS
DEPARTMENT OF THE ARMY
DIRECTOR FOR HUMAN RESOURCES, DEFENSE
INTELLIGENCE AGENCY
DIRECTOR, HUMAN CAPITAL MANGEMENT OFFICE, DEFENSE
SECURITY SERVICE
ASSISTANT DIRECTOR OF INTELLIGENCE FOR WORKFORCE
DEVELOPMENT/CHIEF HUMAN CAPITAL OFFICER, MARINE
CORPS INTELLIGENCE ACTIVITY
CHIEF HUMAN CAPITAL OFFICER, NATIONAL GEOSPATIAL-
INTELLIGENCE AGENCY
CHIEF HUMAN CAPITAL OFFICER, NAVAL INTELLIGENCE
ACTIVITY
DIRECTOR, OFFICE OF STRATEGIC HUMAN CAPITAL,
NATIONAL RECONNAISSANCE OFFICE
CHIEF HUMAN CAPITAL OFFICER, NATIONAL SECURITY
AGENCY
DIRECTOR FOR HUMAN RESOURCES, WASHINGTON
HEADQUARTERS SERVICES

SUBJECT: 2017 Defense Intelligence Personnel System Pay Rates

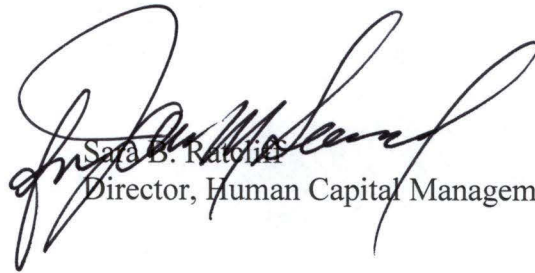
References: (a) DoDI 1400.25-V2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration," December 29, 2015.

Attached are the 2017 pay rates and ranges 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 GS rates to ensure consistency among GS and DCIPS, 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 the one percent increase authorized by the President, and the new DCIPS local market supplement rates correspond to the 2017 rates for federal locality pay areas.

The Targeted Local Market Supplements (TLMS) for information technology and engineering positions in Hawaii remain at the 2015 rates pending completion of a proposal to implement broader TLMS rates for the referenced positions across the Defense Intelligence



Enterprise. My point of contact for this matter is Ms. Cathaleen Owens at (571) 256-0797 or cathaleen.owens.civ@mail.mil.

A handwritten signature in black ink, appearing to read 'Sara B. Ratcliff', is written over the printed name and title.

Sara B. Ratcliff
Director, Human Capital Management Office

Attachments:
As Stated

cc:
Deputy Assistance Secretary of Defense for Civilian Personnel Policy
Associate Director of National Intelligence/Chief Human Capital Officer

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

GG Grade Ranges for 2017

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	\$18,526	\$19,146	\$19,762	\$20,375	\$20,991	\$21,351	\$21,960	\$22,575	\$22,599	\$23,171	\$24,315	Varies
GG 02	\$20,829	\$21,325	\$22,015	\$22,599	\$22,853	\$23,525	\$24,197	\$24,869	\$25,541	\$26,213	\$27,557	Varies
GG 03	\$22,727	\$23,485	\$24,243	\$25,001	\$25,759	\$26,517	\$27,275	\$28,033	\$28,791	\$29,549	\$31,065	\$758
GG 04	\$25,514	\$26,364	\$27,214	\$28,064	\$28,914	\$29,764	\$30,614	\$31,464	\$32,314	\$33,164	\$34,864	\$850
GG 05	\$28,545	\$29,497	\$30,449	\$31,401	\$32,353	\$33,305	\$34,257	\$35,209	\$36,161	\$37,113	\$39,017	\$952
GG 06	\$31,819	\$32,880	\$33,941	\$35,002	\$36,063	\$37,124	\$38,185	\$39,246	\$40,307	\$41,368	\$43,490	\$1,061
GG 07	\$35,359	\$36,538	\$37,717	\$38,896	\$40,075	\$41,254	\$42,433	\$43,612	\$44,791	\$45,970	\$48,328	\$1,179
GG 08	\$39,159	\$40,464	\$41,769	\$43,074	\$44,379	\$45,684	\$46,989	\$48,294	\$49,599	\$50,904	\$53,514	\$1,305
GG 09	\$43,251	\$44,693	\$46,135	\$47,577	\$49,019	\$50,461	\$51,903	\$53,345	\$54,787	\$56,229	\$59,113	\$1,442
GG 10	\$47,630	\$49,218	\$50,806	\$52,394	\$53,982	\$55,570	\$57,158	\$58,746	\$60,334	\$61,922	\$65,098	\$1,588
GG 11	\$52,329	\$54,073	\$55,817	\$57,561	\$59,305	\$61,049	\$62,793	\$64,537	\$66,281	\$68,025	\$71,513	\$1,744
GG 12	\$62,722	\$64,813	\$66,904	\$68,995	\$71,086	\$73,177	\$75,268	\$77,359	\$79,450	\$81,541	\$85,723	\$2,091
GG 13	\$74,584	\$77,070	\$79,556	\$82,042	\$84,528	\$87,014	\$89,500	\$91,986	\$94,472	\$96,958	\$101,930	\$2,486
GG 14	\$88,136	\$91,074	\$94,012	\$96,950	\$99,888	\$102,826	\$105,764	\$108,702	\$111,640	\$114,578	\$120,454	\$2,938
GG 15	\$103,672	\$107,128	\$110,584	\$114,040	\$117,496	\$120,952	\$124,408	\$127,864	\$131,320	\$134,776	\$141,688	\$3,456

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015.

* 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 8, 2017

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2017**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$18,526	\$48,328
Band 2	\$35,359	\$65,098
Band 3	\$52,329	\$101,930
Band 4	\$74,584	\$120,454
Band 5	\$103,672	\$141,688

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015.

Effective Date: January 8, 2017

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2017 Local Market Supplements (LMS)**

Area	Local Market Supplement (LMS) Rate
Alaska	27.13%
Albany-Schenectady, NY	15.85%
Albuquerque-Santa Fe-Las Vegas, NM	15.36%
Atlanta—Athens-Clarke County—Sandy Springs, GA-ALL	20.70%
Austin-Round Rock, TX	15.97%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	26.73%
Buffalo- Cheektowaga, NY	18.66%
Charlotte-Concord, NC-SC	15.65%
Chicago-Naperville- IL-IN-WI	26.85%
Cincinnati-Middletown-Marysville, OH-KY-IN	19.52%
Cleveland-Akron-Canton, OH .	19.71%
Colorado Springs, CO	15.99%
Columbus-Marion-Zanesville, OH .	18.49%
Dallas-Fort Worth, TX	22.61%
Davenport-Moline, IA-IL	15.56%
Dayton-Springfield-Sidney, OH .	17.59%
Denver-Aurora, CO .	24.65%
Detroit-Warren-Ann Arbor, MI .	25.68%
Harrisburg-Lebanon, PA	15.63%
Hartford-West Hartford CT-MA	27.57%
Hawaii	17.92%
Houston-The Woodlands, TX .	30.97%
Huntsville-Decatur-Albertville, AL. .	17.82%
Indianapolis-Carmel-Muncie, IN. .	15.85%
Kansas City-Overland Park-Kansas City, MO-KS	15.59%
Laredo, TX	16.68%
Las Vegas-Henderson, NV-AZ	15.93%
Los Angeles-Long Beach, CA	29.65%
Miami-Fort Lauderdale-Port St. Lucie, FL	22.13%
Milwaukee-Racine-Waukesha, WI .	19.61%
Minneapolis-St. Paul, MN-WI	22.72%
New York-Newark, NY-NJ-CT-PA	31.22%
Palm Bay-Melbourne-Titusville, FL	15.48%
Philadelphia-Reading-Camden, PA-NJ-DE-MD .	23.87%
Phoenix-Mesa-Scottsdale, AZ .	18.57%
Pittsburgh-New Castle- Weirton, PA-OH-WV	17.86%
Portland-Vancouver-Salem, OR-WA .	21.95%
Raleigh-Durham-Chapel Hill, NC .	19.02%
Richmond, VA. .	18.19%
Sacramento--Roseville, CA-NV	24.14%
San Diego-Carlsbad, CA	26.98%

Continued on next page

San Jose-San Francisco-Oakland, CA	38.17%
Seattle-Tacoma, WA. .	24.24%
St. Louis-St. Charles-Farmington, MO-IL	15.83%
Tucson-Nogales, AZ	15.66%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	27.10%
Rest of U.S. (including Guam and Puerto Rico)	15.06%

AUTHORITY: These Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," December 29, 2015. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$161,900.

Effective Date: January 8, 2017

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2017 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	27.10%

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," December 29, 2015. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$161,900.

Effective Date: January 8, 2016

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2017 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	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 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," December 29, 2015. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$161,900.

Effective date: January 8, 2017

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2017 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," December 29, 2015.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$161,900).

Effective Date: January 8, 2017

Defense Intelligence Civilian Personnel System (DCIPS)

2017 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
All Foreign Areas

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	37.10%
IA 03 / GG 11-13 / Full Performance	35.10%
IA 04 / GG 13-14 / Senior	33.10%
IA 05 / GG 15 / Expert	29.10%

** 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," December 29, 2015.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$161,900).

Effective Date: January 8, 2017