



PERSONNEL AND  
READINESS

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

MAY 13 2019

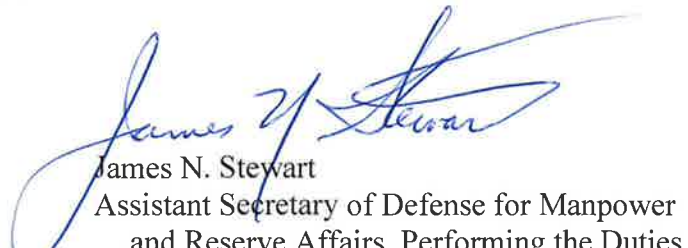
MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE

SUBJECT: Approval of New Targeted Local Market Supplement Rates for Aircraft Operator Positions Covered by the Defense Civilian Intelligence Personnel System

This is in response to your memorandum dated March 22, 2019, requesting the establishment of new Targeted Local Market Supplements (TLMS) for aircraft operator positions covered by the Defense Civilian Intelligence Personnel System (DCIPS). The attached TLMS rates are approved, and will be effective at the beginning of the first pay period following the date of this memorandum. TLMS pay rates will be automatically adjusted in accordance with paragraph 4.h. of Enclosure 3 to DoD Instruction (DoDI) 1400.25, Volume 2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration." To be covered by this new TLMS, the incumbent must be in DCIPS, in the 2181 (aircraft operator) series, and assigned to a position description that requires piloting of aircraft.

The new TLMS will provide the DoD with the pay flexibility to attract and retain the aircraft operators needed to carry out our national security responsibilities. These rates will also provide DCIPS pilots with pay equity when compared to their title 5 counterparts. The TLMS will be subject to annual review by the Under Secretary of Defense for Intelligence to ensure the rates are still required to meet mission requirements. This information, along with staffing data, is to be shared with my office, as requested.

For more information, my point of contact is Mr. Gary Kistner, Chief, Special Pay Systems, Defense Civilian Personnel Advisory Service, whom you may reach at (571) 372-1599 or by email at [gary.w.kistner.civ@mail.mil](mailto:gary.w.kistner.civ@mail.mil).

  
James N. Stewart  
Assistant Secretary of Defense for Manpower  
and Reserve Affairs, Performing the Duties  
of the Under Secretary of Defense for  
Personnel and Readiness

Attachment:  
As stated

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: SAN JOSE-SAN FRANCISCO-OAKLAND, CA

Supplement GG-11 through GG-13 = 68 percent; GG-14 = 59 percent; GG-15 = 49 percent

Calendar Year 2019

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$90,392	\$93,406	\$96,420	\$99,434	\$102,448	\$105,462	\$108,476	\$111,490	\$114,504	\$117,518	\$120,532	\$123,546
GG-12	\$108,343	\$111,955	\$115,567	\$119,179	\$122,791	\$126,403	\$130,015	\$133,627	\$137,239	\$140,851	\$144,463	\$148,075
GG-13	\$128,834	\$133,128	\$137,422	\$141,716	\$146,010	\$150,305	\$154,599	\$158,893	\$163,187	\$166,500	\$166,500	\$166,500
GG-14	\$144,087	\$148,891	\$153,694	\$158,498	\$163,301	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500
GG-15	\$158,827	\$164,121	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

## NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: NEW YORK-NEWARK, NY-NJ-CT-PA

Supplement GG-11 through GG-13 = 62 percent; GG-14 = 52 percent; GG-15 = 42 percent

Calendar Year 2019

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$87,164	\$90,070	\$92,977	\$95,883	\$98,789	\$101,696	\$104,602	\$107,508	\$110,414	\$113,321	\$116,227	\$119,133
GG-12	\$104,474	\$107,957	\$111,440	\$114,923	\$118,406	\$121,889	\$125,372	\$128,855	\$132,338	\$135,821	\$139,304	\$142,787
GG-13	\$124,233	\$128,374	\$132,514	\$136,655	\$140,796	\$144,937	\$149,077	\$153,218	\$157,359	\$161,499	\$165,640	\$166,500
GG-14	\$137,744	\$142,336	\$146,928	\$151,520	\$156,112	\$160,704	\$165,295	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500
GG-15	\$151,365	\$156,410	\$161,455	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: HOUSTON-THE WOODLANDS, TX and LOS ANGELES-LONG BEACH, CA

Supplement GG-11 through GG-13 = 60 percent; GG-14 = 50 percent; GG-15 = 40 percent

Calendar Year 2019

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$86,088	\$88,958	\$91,829	\$94,699	\$97,570	\$100,440	\$103,310	\$106,181	\$109,051	\$111,922	\$114,792	\$117,662
GG-12	\$103,184	\$106,624	\$110,064	\$113,504	\$116,944	\$120,384	\$123,824	\$127,264	\$130,704	\$134,144	\$137,584	\$141,024
GG-13	\$122,699	\$126,789	\$130,878	\$134,968	\$139,058	\$143,147	\$147,237	\$151,326	\$155,416	\$159,506	\$163,595	\$166,500
GG-14	\$135,932	\$140,463	\$144,995	\$149,526	\$154,058	\$158,589	\$163,121	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500
GG-15	\$149,233	\$154,207	\$159,181	\$164,156	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME; CHICAGO-NAPERVILLE, IL-IN-WI; HARTFORD-  
WEST HARTFORD, CT-MA; SAN DIEGO-CARLSBAD, CA; and WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA

**Supplement GG-11 through GG-13 = 57 percent; GG-14 = 47 percent; GG-15 = 37 percent**

**Calendar Year 2019**

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861,  
1601, 2101, and 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
GG-11	\$84,474	\$87,290	\$90,107	\$92,924	\$95,740	\$98,557	\$101,373	\$104,190	\$107,006	\$109,823	\$112,640	\$115,456
GG-12	\$101,249	\$104,625	\$108,000	\$111,376	\$114,751	\$118,127	\$121,502	\$124,878	\$128,253	\$131,629	\$135,004	\$138,380
GG-13	\$120,399	\$124,412	\$128,424	\$132,437	\$136,450	\$140,463	\$144,476	\$148,489	\$152,502	\$156,515	\$160,528	\$164,541
GG-14	\$133,213	\$137,654	\$142,095	\$146,535	\$150,976	\$155,417	\$159,858	\$164,299	\$166,500	\$166,500	\$166,500	\$166,500
GG-15	\$146,035	\$150,903	\$155,770	\$160,638	\$165,506	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: DENVER-AURORA, CO; DETROIT-WARREN-ANN ARBOR, MI; PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD; SACRAMENTO-ROSEVILLE, CA-NV; and SEATTLE-TACOMA, WA

**Supplement GG-11 through GG-13 = 54 percent; GG-14 = 44 percent; GG-15 = 34 percent**

**Calendar Year 2019**

**\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$82,860	\$85,622	\$88,385	\$91,148	\$93,911	\$96,674	\$99,436	\$102,199	\$104,962	\$107,725	\$110,487	\$113,250
GG-12	\$99,315	\$102,626	\$105,937	\$109,248	\$112,559	\$115,870	\$119,181	\$122,492	\$125,803	\$129,114	\$132,425	\$135,736
GG-13	\$118,098	\$122,034	\$125,970	\$129,907	\$133,843	\$137,779	\$141,715	\$145,652	\$149,588	\$153,524	\$157,460	\$161,397
GG-14	\$130,494	\$134,844	\$139,195	\$143,545	\$147,895	\$152,245	\$156,596	\$160,946	\$165,296	\$166,500	\$166,500	\$166,500
GG-15	\$142,837	\$147,598	\$152,359	\$157,120	\$161,881	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

**NOTE:**

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: DALLAS-FORT WORTH, TX-OK; MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL; MINNEAPOLIS-ST. PAUL, MN-WI; and PORTLAND-VANCOUVER-SALEM, OR-WA

**Supplement GG-11 through GG-13 = 52 percent; GG-14 = 42 percent; GG-15 = 32 percent**

**Calendar Year 2019**

**\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$81,784	\$84,510	\$87,237	\$89,964	\$92,691	\$95,418	\$98,145	\$100,872	\$103,599	\$106,326	\$109,052	\$111,779
GG-12	\$98,025	\$101,293	\$104,561	\$107,829	\$111,097	\$114,365	\$117,633	\$120,901	\$124,169	\$127,437	\$130,705	\$133,973
GG-13	\$116,564	\$120,449	\$124,334	\$128,220	\$132,105	\$135,990	\$139,875	\$143,760	\$147,645	\$151,530	\$155,415	\$159,301
GG-14	\$128,682	\$132,972	\$137,261	\$141,551	\$145,841	\$150,131	\$154,421	\$158,711	\$163,000	\$166,500	\$166,500	\$166,500
GG-15	\$140,705	\$145,395	\$150,085	\$154,775	\$159,465	\$164,155	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: ATLANTA-ATHENS-CLARKE COUNTY-SANDY SPRING, GA-AL; BUFFALO-CHEEKTOWAGA, NY;  
CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN; CLEVELAND-AKRON-CANTON, OH; MILWAUKEE-RACINE-  
WAUKESHA, WI; PHOENIX-MESA-SCOTTSDALE, AZ; and RALEIGH-DURHAM-CHAPEL HILL, NC

**Supplement GG-11 through GG-13 = 49 percent; GG-14 = 39 percent; GG-15 = 29 percent**

**Calendar Year 2019**

**\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$80,169	\$82,843	\$85,516	\$88,189	\$90,862	\$93,535	\$96,208	\$98,881	\$101,554	\$104,227	\$106,900	\$109,573
GG-12	\$96,090	\$99,294	\$102,497	\$105,701	\$108,904	\$112,108	\$115,311	\$118,515	\$121,718	\$124,922	\$128,125	\$131,329
GG-13	\$114,264	\$118,072	\$121,881	\$125,689	\$129,497	\$133,306	\$137,114	\$140,923	\$144,731	\$148,540	\$152,348	\$156,156
GG-14	\$125,963	\$130,162	\$134,362	\$138,561	\$142,760	\$146,959	\$151,158	\$155,358	\$159,557	\$163,756	\$166,500	\$166,500
GG-15	\$137,508	\$142,091	\$146,674	\$151,258	\$155,841	\$160,424	\$165,008	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

**NOTE:**

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).



**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: COLUMBUS-MARION-ZANESVILLE, OH; DAYTON-SPRINGFIELD-SIDNEY, OH; HUNTSVILLE-  
 DECATUR-ALBERTVILLE, AL; LAREDO, TX; PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV; and RICHMOND, VA

**Supplement GG-11 through GG-13 = 47 percent; GG-14 = 37 percent; GG-15 = 27 percent**

**Calendar Year 2019**

**\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$79,093	\$81,731	\$84,368	\$87,005	\$89,642	\$92,279	\$94,916	\$97,554	\$100,191	\$102,828	\$105,465	\$108,102
GG-12	\$94,800	\$97,961	\$101,121	\$104,282	\$107,442	\$110,603	\$113,763	\$116,924	\$120,084	\$123,245	\$126,405	\$129,566
GG-13	\$112,730	\$116,487	\$120,245	\$124,002	\$127,759	\$131,516	\$135,274	\$139,031	\$142,788	\$146,546	\$150,303	\$154,060
GG-14	\$124,151	\$128,290	\$132,428	\$136,567	\$140,706	\$144,845	\$148,983	\$153,122	\$157,261	\$161,400	\$165,538	\$166,500
GG-15	\$135,376	\$139,888	\$144,400	\$148,913	\$153,425	\$157,937	\$162,450	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

**NOTE:**

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 Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: 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, TX; BIRMINGHAM-HOOVER-TALLADEGA, AL; BURLINGTON-SOUTH BURLINGTON, VT; CHARLOTTE-CONCORD, NC-SC; COLORADO SPRINGG, CO; CORPUS CHRISTI-KINGGVILLE-ALICE, TX; DAVENPORT-MOLINE, IA-IL; 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; SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX; ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL; TUCSON-NOGALES, AZ; and VIRGINIA BEACH-NORFOLK, VA-NC

**Supplement GG-11 through GG-13 = 45 percent; GG-14 = 35 percent; GG-15 = 25 percent**

**Calendar Year 2019**

**\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 0861, 1601, 2101, and 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
GG-11	\$78,017	\$80,619	\$83,220	\$85,821	\$88,422	\$91,024	\$93,625	\$96,226	\$98,828	\$101,429	\$104,030	\$106,632
GG-12	\$93,511	\$96,628	\$99,746	\$102,863	\$105,981	\$109,098	\$112,216	\$115,333	\$118,451	\$121,568	\$124,686	\$127,803
GG-13	\$111,196	\$114,902	\$118,609	\$122,315	\$126,021	\$129,727	\$133,433	\$137,140	\$140,846	\$144,552	\$148,258	\$151,964
GG-14	\$122,338	\$126,417	\$130,495	\$134,573	\$138,652	\$142,730	\$146,808	\$150,887	\$154,965	\$159,044	\$163,122	\$166,500
GG-15	\$133,244	\$137,685	\$142,126	\$146,568	\$151,009	\$155,450	\$159,891	\$164,333	\$166,500	\$166,500	\$166,500	\$166,500

**NOTE:**

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: ALASKA, AK

**Supplement GG-11 through GG-13 = 58.02 percent; GG-14 = 48.02 percent; GG-15 = 38.02 percent**

**Calendar Year 2019**

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 1601, 2101, and 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
GG-11	\$85,491	\$88,342	\$91,192	\$94,042	\$96,892	\$99,744	\$102,594	\$105,444	\$108,295	\$111,145	\$113,996	\$116,846
GG-12	\$102,468	\$105,884	\$109,300	\$112,717	\$116,133	\$119,549	\$122,965	\$126,381	\$129,797	\$133,213	\$136,630	\$140,046
GG-13	\$121,848	\$125,909	\$129,971	\$134,032	\$138,093	\$142,154	\$146,215	\$150,277	\$154,338	\$158,399	\$162,460	\$166,500
GG-14	\$134,925	\$139,423	\$143,922	\$148,420	\$152,917	\$157,415	\$161,913	\$166,412	\$166,500	\$166,500	\$166,500	\$166,500
GG-15	\$148,050	\$152,985	\$157,919	\$162,854	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: HAWAII, HI

Supplement GG-11 through GG-13 = 48.43 percent; GG-14 = 38.43 percent; GG-15 = 28.43 percent

Calendar Year 2019

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 1601, 2101, and 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
GG-11	\$80,159	\$82,832	\$85,504	\$88,177	\$90,849	\$93,523	\$96,195	\$98,868	\$101,540	\$104,213	\$106,886	\$109,558
GG-12	\$96,077	\$99,280	\$102,483	\$105,686	\$108,889	\$112,093	\$115,296	\$118,499	\$121,702	\$124,905	\$128,108	\$131,311
GG-13	\$114,248	\$118,056	\$121,864	\$125,673	\$129,480	\$133,288	\$137,096	\$140,904	\$144,712	\$148,519	\$152,328	\$156,136
GG-14	\$125,945	\$130,143	\$134,343	\$138,541	\$142,739	\$146,938	\$151,136	\$155,336	\$159,534	\$163,732	\$166,500	\$166,500
GG-15	\$137,487	\$142,069	\$146,651	\$151,234	\$155,817	\$160,400	\$164,982	\$166,500	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).

**TARGETED LOCAL MARKET SUPPLEMENT - AIRCRAFT OPERATOR**

Locality Pay Area: PUERTO RICO

Supplement GG-11 through GG-13 = 45.37 percent; GG-14 = 35.37 percent; GG-15 = 25.37 percent

Calendar Year 2019

\*Covers Aircraft Operators Covered by Defense Civilian Intelligence Personnel System in Occupational Series 0018, 0301, 0340, 0343, 0346, 1601, 2101, and 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
GG-11	\$78,378	\$80,991	\$83,604	\$86,218	\$88,831	\$91,445	\$94,058	\$96,671	\$99,284	\$101,897	\$104,511	\$107,124
GG-12	\$93,943	\$97,074	\$100,206	\$103,338	\$106,470	\$109,602	\$112,734	\$115,866	\$118,998	\$122,130	\$125,262	\$128,394
GG-13	\$111,710	\$115,433	\$119,157	\$122,880	\$126,603	\$130,326	\$134,050	\$137,774	\$141,497	\$145,220	\$148,943	\$152,667
GG-14	\$122,945	\$127,044	\$131,143	\$135,241	\$139,340	\$143,438	\$147,537	\$151,636	\$155,734	\$159,833	\$163,931	\$166,500
GG-15	\$133,958	\$138,423	\$142,888	\$147,353	\$151,818	\$156,283	\$160,748	\$165,214	\$166,500	\$166,500	\$166,500	\$166,500

NOTE:

\*Limited to pilots who are assigned to a position description that requires piloting of aircraft.  
Rates limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5305).