



INTELLIGENCE
AND SECURITY

OFFICE OF THE UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

DEC 27 2024

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2025 Defense Civilian Intelligence Personnel System Pay Rates

Reference: (a) DoDI 1400.25-V2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration," March 3, 2012, as amended
(b) Executive Order 14130, "Adjustments of Certain Rates of Pay," dated December 23, 2024

Attached are the calendar year 2025 pay rates, ranges, and supplemental compensation tables 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 general schedule (GS) rates to ensure consistency among GS and DCIPS pay plans, 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 1.7% general pay increase authorized by the President, effective as of the first day of the first pay period for calendar year 2025 on January 1, 2025. In addition, the new DCIPS local market supplement rates correspond to the 2025 rates for federal locality pay areas.

The Targeted Local Market Supplement (TLMS) rates for information technology, computer science, and engineering positions reflect the percentages approved in accordance with OUSD(P&R) Memorandum for USD(I&S) dtd 16 May 2022, 'Request for Approval of Revised Defense Civilian Intelligence Personnel System Targeted Local Market Supplement for Computer Engineer, Computer Science Specialist, and Information Technology Management Position.' My point of contact for this matter is Ms. Christine Juda at (703) 692-3765 or christine.m.juda.civ@mail.mil.

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Date: 2024.12.27 07:23:30 -05'00'

James M. Seacord
Acting Director
Human Capital Management Office

Attachments:
As stated

cc:
Deputy Assistant 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 2025

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 01	\$22,360	\$23,110	\$23,853	\$24,594	\$25,336	\$25,770	\$26,506	\$27,247	\$27,277	\$27,970	\$28,711	\$29,452
GG 02	\$25,142	\$25,740	\$26,573	\$27,277	\$27,583	\$28,394	\$29,205	\$30,016	\$30,827	\$31,638	\$32,449	\$33,260
GG 03	\$27,434	\$28,348	\$29,262	\$30,176	\$31,090	\$32,004	\$32,918	\$33,832	\$34,746	\$35,660	\$36,574	\$37,488
GG 04	\$30,795	\$31,822	\$32,849	\$33,876	\$34,903	\$35,930	\$36,957	\$37,984	\$39,011	\$40,038	\$41,065	\$42,092
GG 05	\$34,454	\$35,602	\$36,750	\$37,898	\$39,046	\$40,194	\$41,342	\$42,490	\$43,638	\$44,786	\$45,934	\$47,082
GG 06	\$38,407	\$39,687	\$40,967	\$42,247	\$43,527	\$44,807	\$46,087	\$47,367	\$48,647	\$49,927	\$51,207	\$52,487
GG 07	\$42,679	\$44,102	\$45,525	\$46,948	\$48,371	\$49,794	\$51,217	\$52,640	\$54,063	\$55,486	\$56,909	\$58,332
GG 08	\$47,265	\$48,841	\$50,417	\$51,993	\$53,569	\$55,145	\$56,721	\$58,297	\$59,873	\$61,449	\$63,025	\$64,601
GG 09	\$52,205	\$53,945	\$55,685	\$57,425	\$59,165	\$60,905	\$62,645	\$64,385	\$66,125	\$67,865	\$69,605	\$71,345
GG 10	\$57,489	\$59,405	\$61,321	\$63,237	\$65,153	\$67,069	\$68,985	\$70,901	\$72,817	\$74,733	\$76,649	\$78,565
GG 11	\$63,163	\$65,268	\$67,373	\$69,478	\$71,583	\$73,688	\$75,793	\$77,898	\$80,003	\$82,108	\$84,213	\$86,318
GG 12	\$75,706	\$78,230	\$80,754	\$83,278	\$85,802	\$88,326	\$90,850	\$93,374	\$95,898	\$98,422	\$100,946	\$103,470
GG 13	\$90,025	\$93,026	\$96,027	\$99,028	\$102,029	\$105,030	\$108,031	\$111,032	\$114,033	\$117,034	\$120,035	\$123,036
GG 14	\$106,382	\$109,928	\$113,474	\$117,020	\$120,566	\$124,112	\$127,658	\$131,204	\$134,750	\$138,296	\$141,842	\$145,388
GG 15	\$125,133	\$129,304	\$133,475	\$137,646	\$141,817	\$145,988	\$150,159	\$154,330	\$158,501	\$162,672	\$166,843	\$171,014

AUTHORITY: DCIPS pay grade ranges are authorized in accordance with DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended.

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

Effective: 1 January 2025

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2025**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$22,360	\$58,332
Band 2	\$42,679	\$78,565
Band 3	\$63,163	\$123,036
Band 4	\$90,025	\$145,388
Band 5	\$125,133	\$171,014

AUTHORITY: DCIPS pay band ranges are authorized in accordance with DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended.

Effective: 1 January 2025

Department of Defense Defense Civilian Intelligence Personnel System (DCIPS) 2025 Local Market Supplements (LMS)	
Area	LMS Rate
Alaska	32.36%
Albany-Schenectady, NY-MA	20.77%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.79%
Austin-Round Rock-Georgetown, TX	20.35%
Birmingham-Hoover-Talladega, AL	18.24%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%
Buffalo-Cheektowaga-Olean, NY	22.41%
Burlington-South Burlington-Barre, VT	19.45%
Charlotte-Concord, NC-SC	19.67%
Chicago-Naperville, IL-IN-WI	30.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%
Cleveland-Akron-Canton, OH-PA	22.23%
Colorado Springs, CO	20.15%
Columbus-Marion-Zanesville, OH	22.15%
Corpus Christi-Kingsville-Alice, TX	17.63%
Dallas-Fort Worth, TX-OK	27.26%
Davenport-Moline, IA-IL	18.93%
Dayton-Springfield-Kettering, OH	21.42%
Denver-Aurora, CO	30.52%
Des Moines-Ames-West Des Moines, IA	18.01%
Detroit-Warren-Ann Arbor, MI	29.12%
Fresno-Madera-Hanford, CA	17.65%
Harrisburg-Lebanon, PA	19.43%
Hartford-East Hartford, CT-MA	32.08%
Hawaii	22.21%
Houston-The Woodlands, TX	35.00%
Huntsville-Decatur, AL-TN	21.91%
Indianapolis-Carmel-Muncie, IN	18.15%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%
Laredo, TX	21.59%.
Las Vegas-Henderson, NV-AZ	19.57%
Los Angeles-Long Beach, CA	36.47%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%
Milwaukee-Racine-Waukesha, WI	22.42%
Minneapolis-St. Paul, MN-WI	27.62%
New York-Newark, NY-NJ-CT-PA	37.95%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%
Palm Bay-Melbourne-Titusville, FL	17.93%

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Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%
Phoenix-Mesa, AZ	22.45%
Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%
Portland-Vancouver-Salem, OR-WA	26.13%
Raleigh-Durham-Cary, NC	22.24%
Reno-Fernley, NV	17.52%
Richmond, VA	22.28%
Rochester-Batavia-Seneca Falls, NY	17.88%
Sacramento-Roseville, CA-NV	29.76%
San Antonio-New Braunfels-Pearsall, TX	18.78%
San Diego-Chula Vista-Carlsbad, CA	33.72%
San Jose-San Francisco-Oakland, CA	46.34%
Seattle-Tacoma, WA	31.57%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%
St. Louis-St. Charles-Farmington, MO-IL	20.03%
Tucson-Nogales, AZ	19.28%
Virginia Beach-Norfolk, VA-NC	18.80%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%
Rest of U.S. (including Guam and Puerto Rico)	17.06%

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: January 1, 2025

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Hawaii Targeted Local Market Supplement (TLMS) for Information Technology, Computer Science, and Engineering

Occupational Series	Occupation Name/Title
Occupational Series 0854, 1550, or 2210	Computer Engineer, Computer Science Specialist, or Information Technology Management

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 – GG-10	50.4%
GG-11	37.4%
GG-12	30.4%

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: 1 January 2025

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Foreign Area Targeted Local Market Supplement (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	33.94%

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: January 1, 2025

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Targeted Local Market Supplement (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	GEOLOC Code
Within the Contiguous United States and Non-Foreign Areas Outside the Contiguous United States	Various

Locality Area	Percentage*
Los Angeles, CA	43%
Washington, DC	40%
Fort Jackson, SC **	40%
Denver, CO	37%
Hawaii	30%
Rest of U.S.	27%

*Applies to all Pay Bands/Grades/Work Levels IA05/GG 15/Expert and below

**Applies to National Center for Credibility Assessment (NCCA) located at Fort Jackson, SC

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

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: January 1, 2025

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Targeted Local Market Supplement (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

Locality Area	Percentage**
All Foreign Areas	40%

**Applies to all Pay Bands/Grades/Work Levels IA05/GG 15/Expert and below

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

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: January 1, 2025

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Targeted Local Market Supplement (TLMS) for STEM/CYBER Work Roles

Occupational Series/Work Roles
Covers Defense Civilian Intelligence Personnel System in Occupational Series 0132/Work Role Science and Technology Analysis (Requires scientific or engineering degree); 0401/Supporting select S&TI missions or research, i.e., biological warfare; 0801/All Work Roles; 0803/All Work Roles; 0804/All Work Roles; 0806/All Work Roles; 0808/All Work Roles; 0810/All Work Roles; 0819/All Work Roles; 0830/All Work Roles; 0840/All Work Roles; 0850/All Work Roles; 0854/ All Work Roles; 0855/All Work Roles; 0858/All Work Roles; 0861/All Work Roles; 0893/All Work Roles; 0896/All Work Roles; 1301/All Work Roles; 1310/All Work Roles; 1320/All Work Roles; 1340/All Work Roles; 1501/All Work Roles; 1515/All Work Roles; 1520/All Work Roles; 1530/All Work Roles; 1550/All Work Roles; 1560/All Work Roles; 2210/DCWF's 441, 461, 511, 531, 541, 621, 622, 631, 632, 651, 652, 661, 671, 802, DCWF 121 Exploitation Analyst (Not Certified), and DCWF 322 Interactive Operator (Not Certified).

Grades	Percentage
GG-07	90%
GG-08	85%
GG-09	80%
GG-10	72%
GG-11	65%
GG-12	54%
GG-13	46%
GG-14	38%
GG-15	32.49%*

***If DCIPS TLMS rate is lower than the applicable GS Locality Rate, DCIPS employee will revert to the higher applicable GS Locality Rate.**

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: 1 January 2025

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Targeted Local Market Supplement (TLMS) for 780th Military Intelligence Brigade Work Roles

Occupational Series/Work Roles
Covers Defense Civilian Intelligence Personnel System employees assigned to Primary Work Roles: 321 (Access Network Operator); 322 (Interactive Operator); 121 (Exploitation Analyst); or 621 (Capabilities Development Specialist).

Grades	Percentage
GG-07	97%
GG-08	91%
GG-09	87%
GG-10	78%
GG-11	71%
GG-12 – GG-13	61%
GG-14 – GG-15	57%

AUTHORITY: This TLMS rate has been established under the authority of DOD Instruction 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 3, 2012, as amended. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$195,200.

Effective: 1 January 2025

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2025 Targeted Local Market Supplement (TLMS) for DCIPS Pilots

**** Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft. ****

Special Rate Table Number 0759	
San Jose-San Francisco-Oakland, CA Locality Pay Area	
Grades	Percentage
GG-09 – GG-13	68%
GG-14	59%
GG-15	49%

Special Rate Table Number 0760	
New York-Newark, NY-NJ-CT-PA Locality Pay Area	
Grades	Percentage
GG-09 – GG-13	62%
GG-14	52%
GG-15	42%

Special Rate Table Number 0761	
Houston-The Woodlands, TX and Los Angeles-Long Beach, CA Locality Pay Areas	
Grades	Percentage
GG-09 – GG-13	60%
GG-14	50%
GG-15	40%

Special Rate Table Number 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	
Grades	Percentage
GG-09 – GG-13	57%
GG-14	47%
GG-15	37%

Effective: 1 January 2025

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2025 TLMS for DCIPS Pilots (Continued)

** Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft. **

Special Rate Table Number 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	
Grades	Percentage
GG-09 – GG-13	54%
GG-14	44%
GG-15	34%

Special Rate Table Number 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	
Grades	Percentage
GG-09 – GG-13	52%
GG-14	42%
GG-15	32%

Special Rate Table Number 0765	
Atlanta-Athens-Clarke County--Sandy Springs, GA-AL -- Buffalo-Cheektowaga-Olean, NY -- Cincinnati-Wilmington-Maysville, OH-KY-IN -- Cleveland-Akron-Canton, OH-PA -- Milwaukee-Racine-Waukesha, WI -- Phoenix-Mesa, AZ -- Raleigh-Durham-Cary, NC Locality Pay Areas	
Grades	Percentage
GG-09 – GG-13	49%
GG-14	39%
GG-15	29%

Special Rate Table Number 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	
Grades	Percentage
GG-11 – GG-13	47%
GG-14	37%
GG-15	27%

Effective: 1 January 2025

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2025 TLMS for DCIPS Pilots (Continued)

** Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft. **

Special Rate Table Number 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, IA -- 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	
Grades	Percentage
GG-09 – GG-13	45%
GG-14	35%
GG-15	25%

Special Rate Table Number 558A	
Alaska, AK Locality Pay Area	
Grades	Percentage
GG-09 – GG-13	62.36%
GG-14	52.36%
GG-15	42.36%

Special Rate Table Number 558H	
Hawaii, HI Locality Pay Area	
Grades	Percentage
GG-09 – GG-13	52.21%
GG-14	42.21%
GG-15	32.21%

Special Rate Table Number 558P	
Puerto Rico Locality Pay Area	
Grades	Percentage
GG-11 – GG-13	47.06%
GG-14	37.06%
GG-15	27.06%

Effective: 1 January 2025