



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

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INTELLIGENCE

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

SUBJECT: 2018 Defense Civilian Intelligence Personnel System Pay Rates

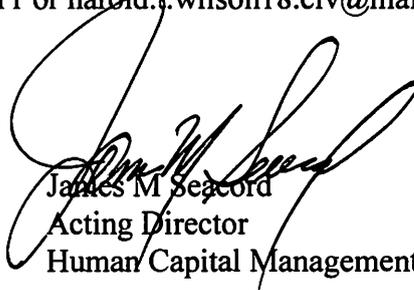
Reference: DoDI 1400.25-V2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration," March 3, 2012, as amended

Attached are the calendar year 2018 pay rates and ranges for the Defense Civilian Intelligence Personnel System (DCIPS). As stated in the Reference, 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, when GS pay rates are adjusted based on an Executive order or by an act of Congress. The attached DCIPS base pay grade and band ranges reflect the 1.4 percent general pay increase authorized by the Executive Order, "Adjustments of Certain Rates of Pay," dated December 22, 2017. In addition, the new DCIPS local market supplement rates correspond to the 2018 rates for federal locality pay areas.



The Targeted Local Market Supplement (TLMS) rate for information technology, computer science, and engineering positions in Hawaii will remain at the 2015 rates pending completion of a proposal to implement broader TLMS rates for the referenced positions across the Defense Intelligence Enterprise.

The effective date for these changes is January 7, 2018. My point of contact for this matter is Mr. Harold Wilson at (703) 692-3711 or harold.t.wilson18.civ@mail.mil.



James M Seacord
Acting 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 2018

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	\$18,785	\$19,414	\$20,039	\$20,660	\$21,285	\$21,650	\$22,267	\$22,891	\$22,915	\$23,502	\$24,676	Varies
GG 02	\$21,121	\$21,624	\$22,323	\$22,915	\$23,175	\$23,857	\$24,539	\$25,221	\$25,903	\$26,585	\$27,949	Varies
GG 03	\$23,045	\$23,813	\$24,581	\$25,349	\$26,117	\$26,885	\$27,653	\$28,421	\$29,189	\$29,957	\$31,493	\$768
GG 04	\$25,871	\$26,733	\$27,595	\$28,457	\$29,319	\$30,181	\$31,043	\$31,905	\$32,767	\$33,629	\$35,353	\$862
GG 05	\$28,945	\$29,910	\$30,875	\$31,840	\$32,805	\$33,770	\$34,735	\$35,700	\$36,665	\$37,630	\$39,560	\$965
GG 06	\$32,264	\$33,339	\$34,414	\$35,489	\$36,564	\$37,639	\$38,714	\$39,789	\$40,864	\$41,939	\$44,089	\$1,075
GG 07	\$35,854	\$37,049	\$38,244	\$39,439	\$40,634	\$41,829	\$43,024	\$44,219	\$45,414	\$46,609	\$48,999	\$1,195
GG 08	\$39,707	\$41,031	\$42,355	\$43,679	\$45,003	\$46,327	\$47,651	\$48,975	\$50,299	\$51,623	\$54,271	\$1,324
GG 09	\$43,857	\$45,319	\$46,781	\$48,243	\$49,705	\$51,167	\$52,629	\$54,091	\$55,553	\$57,015	\$59,939	\$1,462
GG 10	\$48,297	\$49,907	\$51,517	\$53,127	\$54,737	\$56,347	\$57,957	\$59,567	\$61,177	\$62,787	\$66,007	\$1,610
GG 11	\$53,062	\$54,831	\$56,600	\$58,369	\$60,138	\$61,907	\$63,676	\$65,445	\$67,214	\$68,983	\$72,521	\$1,769
GG 12	\$63,600	\$65,720	\$67,840	\$69,960	\$72,080	\$74,200	\$76,320	\$78,440	\$80,560	\$82,680	\$86,920	\$2,120
GG 13	\$75,628	\$78,149	\$80,670	\$83,191	\$85,712	\$88,233	\$90,754	\$93,275	\$95,796	\$98,317	\$103,359	\$2,521
GG 14	\$89,370	\$92,349	\$95,328	\$98,307	\$101,286	\$104,265	\$107,244	\$110,223	\$113,202	\$116,181	\$122,139	\$2,979
GG 15	\$105,123	\$108,627	\$112,131	\$115,635	\$119,139	\$122,643	\$126,147	\$129,651	\$133,155	\$136,659	\$143,667	\$3,504

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 Date: January 7, 2018

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2018**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$18,785	\$48,999
Band 2	\$35,854	\$66,007
Band 3	\$53,062	\$103,359
Band 4	\$75,628	\$122,139
Band 5	\$105,123	\$143,667

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 Date: January 7, 2018

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2018 Local Market Supplements (LMS)**

Area	LMS Rate
Alaska	28.02%
Albany-Schenectady, NY	16.50%
Albuquerque-Santa Fe-Las Vegas, NM	15.76%
Atlanta—Athens-Clarke County—Sandy Springs, GA-ALL	21.16%
Austin-Round Rock, TX	16.71%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	27.48%
Buffalo- Cheektowaga, NY	19.18%
Charlotte-Concord, NC-SC	16.21%
Chicago-Naperville- IL-IN-WI	27.47%
Cincinnati-Middletown-Marysville, OH-KY-IN	19.87%
Cleveland-Akron-Canton, OH .	20.08%
Colorado Springs, CO	16.59%
Columbus-Marion-Zanesville, OH .	18.97%
Dallas-Fort Worth, TX	23.40%
Davenport-Moline, IA-IL	16.08%
Dayton-Springfield-Sidney, OH .	18.11%
Denver-Aurora, CO .	25.47%
Detroit-Warren-Ann Arbor, MI .	26.25%
Harrisburg-Lebanon, PA	16.15%
Hartford-West Hartford CT-MA	28.21%
Hawaii	18.43%
Houston-The Woodlands, TX .	31.74%
Huntsville-Decatur-Albertville, AL. .	18.49%
Indianapolis-Carmel-Muncie, IN. .	16.23%
Kansas City-Overland Park-Kansas City, MO-KS	16.10%
Laredo, TX	17.40%
Las Vegas-Henderson, NV-AZ	16.49%
Los Angeles-Long Beach, CA	30.57%
Miami-Fort Lauderdale-Port St. Lucie, FL	22.64%
Milwaukee-Racine-Waukesha, WI .	20.14%
Minneapolis-St. Paul, MN-WI	23.37%
New York-Newark, NY-NJ-CT-PA	32.13%
Palm Bay-Melbourne-Titusville, FL	15.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD .	24.59%
Phoenix-Mesa-Scottsdale, AZ .	19.09%
Pittsburgh-New Castle- Weirton, PA-OH-WV	18.35%
Portland-Vancouver-Salem, OR-WA .	22.53%
Raleigh-Durham-Chapel Hill, NC .	19.52%
Richmond, VA. .	18.79%
Sacramento--Roseville, CA-NV	24.86%
San Diego-Carlsbad, CA	27.88%
San Jose-San Francisco-Oakland, CA	39.28%

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Seattle-Tacoma, WA. .	25.11%
St. Louis-St. Charles-Farmington, MO-IL	16.47%
Tucson-Nogales, AZ	16.17%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	28.22%
Rest of U.S. (including Guam and Puerto Rico)	15.37%

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 \$164,200.

Effective Date: January 7, 2018

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2018 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	28.22%

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 \$164,200.

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2018 Hawaii Targeted Local Market Supplement (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: 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 \$164,200.

Effective date: January 7, 2018

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2018 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
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: 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 \$164,200.

Effective Date: January 7, 2018

Defense Intelligence Civilian Personnel System (DCIPS)

2018 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

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	38.22%
IA 03 / GG 11-13 / Full Performance	36.22%
IA 04 / GG 13-14 / Senior	34.22%
IA 05 / GG 15 / Expert	30.22%

** 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: 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 \$164,200.

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