



INTELLIGENCE  
AND SECURITY

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

DEC 28 2022

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

SUBJECT: 2023 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 14090, "Adjustments of Certain Rates of Pay," dated December 23, 2022

Attached are the calendar year 2023 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, 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 4.1% general pay increase authorized by the President, effective as of the first day of the first pay period for calendar year 2023 on January 1, 2023. In addition, the new DCIPS local market supplement rates correspond to the 2023 rates for federal locality pay areas.

The Targeted Local Market Supplement (TLMS) rates for information technology, computer science, and engineering positions have been updated to reflect the percentages approved in accordance with OUSD(P&R) Memorandum for USD(I&S) dated 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. Syreeta Mollett at (703) 692-5494 or syreeta.t.mollett.civ@mail.mil.

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for 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 2023**

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
<b>GG 01</b>	\$20,999	\$21,704	\$22,401	\$23,097	\$23,794	\$24,202	\$24,893	\$25,589	\$25,617	\$26,273	\$26,969	\$27,665
<b>GG 02</b>	\$23,612	\$24,174	\$24,956	\$25,617	\$25,906	\$26,668	\$27,430	\$28,192	\$28,954	\$29,716	\$30,478	\$31,240
<b>GG 03</b>	\$25,764	\$26,623	\$27,482	\$28,341	\$29,200	\$30,059	\$30,918	\$31,777	\$32,636	\$33,495	\$34,354	\$35,213
<b>GG 04</b>	\$28,921	\$29,885	\$30,849	\$31,813	\$32,777	\$33,741	\$34,705	\$35,669	\$36,633	\$37,597	\$38,561	\$39,525
<b>GG 05</b>	\$32,357	\$33,436	\$34,515	\$35,594	\$36,673	\$37,752	\$38,831	\$39,910	\$40,989	\$42,068	\$43,147	\$44,226
<b>GG 06</b>	\$36,070	\$37,272	\$38,474	\$39,676	\$40,878	\$42,080	\$43,282	\$44,484	\$45,686	\$46,888	\$48,090	\$49,292
<b>GG 07</b>	\$40,082	\$41,418	\$42,754	\$44,090	\$45,426	\$46,762	\$48,098	\$49,434	\$50,770	\$52,106	\$53,442	\$54,778
<b>GG 08</b>	\$44,389	\$45,869	\$47,349	\$48,829	\$50,309	\$51,789	\$53,269	\$54,749	\$56,229	\$57,709	\$59,189	\$60,669
<b>GG 09</b>	\$49,028	\$50,662	\$52,296	\$53,930	\$55,564	\$57,198	\$58,832	\$60,466	\$62,100	\$63,734	\$65,368	\$67,002
<b>GG 10</b>	\$53,990	\$55,790	\$57,590	\$59,390	\$61,190	\$62,990	\$64,790	\$66,590	\$68,390	\$70,190	\$71,990	\$73,790
<b>GG 11</b>	\$59,319	\$61,296	\$63,273	\$65,250	\$67,227	\$69,204	\$71,181	\$73,158	\$75,135	\$77,112	\$79,089	\$81,066
<b>GG 12</b>	\$71,099	\$73,469	\$75,839	\$78,209	\$80,579	\$82,949	\$85,319	\$87,689	\$90,059	\$92,429	\$94,799	\$97,169
<b>GG 13</b>	\$84,546	\$87,364	\$90,182	\$93,000	\$95,818	\$98,636	\$101,454	\$104,272	\$107,090	\$109,908	\$112,726	\$115,544
<b>GG 14</b>	\$99,908	\$103,238	\$106,568	\$109,898	\$113,228	\$116,558	\$119,888	\$123,218	\$126,548	\$129,878	\$133,208	\$136,538
<b>GG 15</b>	\$117,518	\$121,435	\$125,352	\$129,269	\$133,186	\$137,103	\$141,020	\$144,937	\$148,854	\$152,771	\$156,688	\$160,605

**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 2023**

**Defense Civilian Intelligence Personnel System (DCIPS)  
Pay Band Rate Ranges for 2023**

**DCIPS Pay Band Ranges**

Pay Band	Minimum	Maximum
Band 1	\$20,999	\$54,778
Band 2	\$40,082	\$73,790
Band 3	\$59,319	\$115,544
Band 4	\$84,546	\$136,538
Band 5	\$117,518	\$160,605

**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 2023**

<b>Department of Defense  Defense Civilian Intelligence Personnel System (DCIPS)  2023 Local Market Supplements (LMS)</b>	
<b>Area</b>	<b>LMS Rate</b>
Alaska	31.32%
Albany-Schenectady, NY-MA	19.45%
Albuquerque-Santa Fe-Las Vegas, NM	17.63%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.02%
Austin-Round Rock, TX	19.40%
Birmingham-Hoover-Talladega, AL	17.41%
Boston-Worcester-Providence, MA-RI-NH-ME	31.05%
Buffalo-Cheektowaga, NY	21.35%
Burlington-South Burlington, VT	18.31%
Charlotte-Concord, NC-SC	18.63%
Chicago-Naperville, IL-IN-WI	29.79%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.35%
Cleveland-Akron-Canton, OH	21.69%
Colorado Springs, CO	19.11%
Columbus-Marion-Zanesville, OH	21.27%
Corpus Christi-Kingsville-Alice, TX	17.10%
Dallas-Fort Worth, TX-OK	26.37%
Davenport-Moline, IA-IL	18.21%
Dayton-Springfield-Sidney, OH	20.59%
Denver-Aurora, CO	29.05%
Des Moines-Ames-West Des Moines, IA	17.13%
Detroit-Warren-Ann Arbor, MI	28.37%
Harrisburg-Lebanon, PA	18.59%
Hartford-West Hartford, CT-MA	30.91%
Hawaii	21.17%
Houston-The Woodlands, TX	34.47%
Huntsville-Decatur-Albertville, AL	20.96%
Indianapolis-Carmel-Muncie, IN	17.57%
Kansas City-Overland Park-Kansas City, MO-KS	18.18%
Laredo, TX	20.64%
Las Vegas-Henderson, NV-AZ	18.76%
Los Angeles-Long Beach, CA	34.89%
Miami-Fort Lauderdale-Port St. Lucie, FL	24.14%
Milwaukee-Racine-Waukesha, WI	21.74%
Minneapolis-St. Paul, MN-WI	26.39%
New York-Newark, NY-NJ-CT-PA	36.16%
Omaha-Council Bluffs-Fremont, NE-IA	17.52%
Palm Bay-Melbourne-Titusville, FL	17.30%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	27.84%
Phoenix-Mesa-Scottsdale, AZ	21.44%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.37%
Portland-Vancouver-Salem, OR-WA	24.98%

Continued on next page

Raleigh-Durham-Chapel Hill, NC	21.37%
Richmond, VA	21.38%
Sacramento-Roseville, CA-NV	28.30%
San Antonio-New Braunfels-Pearsall, TX	18.00%
San Diego-Carlsbad, CA	32.01%
San Jose-San Francisco-Oakland, CA	44.15%
Seattle-Tacoma, WA	29.57%
St. Louis-St. Charles-Farmington, MO-IL	19.10%
Tucson-Nogales, AZ	18.40%
Virginia Beach-Norfolk, VA-NC	17.94%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	32.49%
Rest of U.S. (including Guam and Puerto Rico)	16.50%

**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 \$183,500.

**Effective: January 1, 2023**

## DEPARTMENT OF DEFENSE

### Defense Intelligence Civilian Personnel System (DCIPS)

### 2023 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
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	50.4%
GG-08	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 \$183,500.

**Effective: 1 January 2023**

# DEPARTMENT OF DEFENSE

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2023 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	32.49%

**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 \$183,500.

Effective: January 1, 2023

# DEPARTMENT OF DEFENSE

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2023 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 \$183,500.

Effective: January 1, 2023



# Defense Intelligence Civilian Personnel System (DCIPS)

## 2023 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 \$183,500.

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