



PERSONNEL AND  
READINESS

## OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

APR 19 2018

### MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE

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

This responds to your February 8, 2018, request to establish new Targeted Local Market Supplements (TLMS) for polygraphers in the 0080, 0132, 1801, and 1810 occupational series covered by the Defense Civilian Intelligence Personnel System, and assigned to the Washington, District of Columbia; Denver, Colorado; State of Hawaii; Los Angeles, California; or Rest of United States locality areas; and all foreign areas. The attached TLMS rates are approved and will be effective at the beginning of the first pay period following approval of this memorandum. TLMS pay rates will be adjusted automatically in accordance with paragraph 4.h. of Enclosure 3 to Department of Defense Instruction 1400.25, Volume 2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration."

The new TLMS amounts will provide the Department with the pay flexibility to attract and retain the polygraph staff needed to carry out our national security responsibilities. 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.

A handwritten signature in black ink, appearing to read "Stephanie Barna".

Stephanie Barna  
Performing the Duties of the Under Secretary of  
Defense for Personnel and Readiness

Attachment:  
As stated

<b>TARGETED LOCAL MARKET SUPPLEMENT - POLYGRAPHER</b> <b>LOS ANGELES, CALIFORNIA LOCALITY AREA</b> <b>Rates set at Base GG plus 43 percent</b> <b>Calendar Year 2018</b> <b>*Covers Defense Civilian Intelligence Personnel System in Occupational Series 0080, 0132, 1801, or 1810</b>												
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
GG07	\$ 51,271	\$ 52,980	\$ 54,689	\$ 56,398	\$ 58,107	\$ 59,815	\$ 61,524	\$ 63,233	\$ 64,942	\$ 66,651	\$ 68,360	\$ 70,069
GG08	\$ 56,781	\$ 58,674	\$ 60,568	\$ 62,461	\$ 64,354	\$ 66,248	\$ 68,141	\$ 70,034	\$ 71,928	\$ 73,821	\$ 75,714	\$ 77,608
GG09	\$ 62,716	\$ 64,806	\$ 66,897	\$ 68,987	\$ 71,078	\$ 73,169	\$ 75,259	\$ 77,350	\$ 79,441	\$ 81,531	\$ 83,622	\$ 85,713
GG10	\$ 69,065	\$ 71,367	\$ 73,669	\$ 75,972	\$ 78,274	\$ 80,576	\$ 82,879	\$ 85,181	\$ 87,483	\$ 89,785	\$ 92,088	\$ 94,390
GG11	\$ 75,879	\$ 78,408	\$ 80,938	\$ 83,468	\$ 85,997	\$ 88,527	\$ 91,057	\$ 93,586	\$ 96,116	\$ 98,646	\$ 101,175	\$ 103,705
GG12	\$ 90,948	\$ 93,980	\$ 97,011	\$ 100,043	\$ 103,074	\$ 106,106	\$ 109,138	\$ 112,169	\$ 115,201	\$ 118,232	\$ 121,264	\$ 124,296
GG13	\$ 108,148	\$ 111,753	\$ 115,358	\$ 118,963	\$ 122,568	\$ 126,173	\$ 129,778	\$ 133,383	\$ 136,988	\$ 140,593	\$ 144,198	\$ 147,803
GG14	\$ 127,799	\$ 132,059	\$ 136,319	\$ 140,579	\$ 144,839	\$ 149,099	\$ 153,359	\$ 157,619	\$ 161,879	\$ 164,200	\$ 164,200	\$ 164,200
GG15	\$ 150,326	\$ 155,337	\$ 160,347	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200

\* Applies only to employees whose primary duty is conducting and/or quality checking polygraph exams, or directly supervising employees conducting polygraph exams.

**TARGETED LOCAL MARKET SUPPLEMENT - POLYGRAPHER  
WASHINGTON, DC LOCALITY AREA  
Rates set at Base GG plus 40 percent  
Calendar Year 2018**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 0080, 0132, 1801, or 1810**

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
GG07	\$ 50,196	\$ 51,869	\$ 53,542	\$ 55,215	\$ 56,888	\$ 58,561	\$ 60,234	\$ 61,907	\$ 63,580	\$ 65,253	\$ 66,926	\$ 68,599
GG08	\$ 55,590	\$ 57,443	\$ 59,297	\$ 61,151	\$ 63,004	\$ 64,858	\$ 66,711	\$ 68,565	\$ 70,419	\$ 72,272	\$ 74,126	\$ 75,979
GG09	\$ 61,400	\$ 63,447	\$ 65,493	\$ 67,540	\$ 69,587	\$ 71,634	\$ 73,681	\$ 75,727	\$ 77,774	\$ 79,821	\$ 81,868	\$ 83,915
GG10	\$ 67,616	\$ 69,870	\$ 72,124	\$ 74,378	\$ 76,632	\$ 78,886	\$ 81,140	\$ 83,394	\$ 85,648	\$ 87,902	\$ 90,156	\$ 92,410
GG11	\$ 74,287	\$ 76,763	\$ 79,240	\$ 81,717	\$ 84,193	\$ 86,670	\$ 89,146	\$ 91,623	\$ 94,100	\$ 96,576	\$ 99,053	\$ 101,529
GG12	\$ 89,040	\$ 92,008	\$ 94,976	\$ 97,944	\$ 100,912	\$ 103,880	\$ 106,848	\$ 109,816	\$ 112,784	\$ 115,752	\$ 118,720	\$ 121,688
GG13	\$ 105,879	\$ 109,409	\$ 112,938	\$ 116,467	\$ 119,997	\$ 123,526	\$ 127,056	\$ 130,585	\$ 134,114	\$ 137,644	\$ 141,173	\$ 144,703
GG14	\$ 125,118	\$ 129,289	\$ 133,459	\$ 137,630	\$ 141,800	\$ 145,971	\$ 150,142	\$ 154,312	\$ 158,483	\$ 162,653	\$ 164,200	\$ 164,200
GG15	\$ 147,172	\$ 152,078	\$ 156,983	\$ 161,889	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200

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**TARGETED LOCAL MARKET SUPPLEMENT - POLYGRAPHER**

**ALL FOREIGN AREAS**

Rates set at Base GG plus 40 percent

Calendar Year 2018

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 0080, 0132, 1801, or 1810**

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
GG07	\$ 50,196	\$ 51,869	\$ 53,542	\$ 55,215	\$ 56,888	\$ 58,561	\$ 60,234	\$ 61,907	\$ 63,580	\$ 65,253	\$ 66,926	\$ 68,599
GG08	\$ 55,590	\$ 57,443	\$ 59,297	\$ 61,151	\$ 63,004	\$ 64,858	\$ 66,711	\$ 68,565	\$ 70,419	\$ 72,272	\$ 74,126	\$ 75,979
GG09	\$ 61,400	\$ 63,447	\$ 65,493	\$ 67,540	\$ 69,587	\$ 71,634	\$ 73,681	\$ 75,727	\$ 77,774	\$ 79,821	\$ 81,868	\$ 83,915
GG10	\$ 67,616	\$ 69,870	\$ 72,124	\$ 74,378	\$ 76,632	\$ 78,886	\$ 81,140	\$ 83,394	\$ 85,648	\$ 87,902	\$ 90,156	\$ 92,410
GG11	\$ 74,287	\$ 76,763	\$ 79,240	\$ 81,717	\$ 84,193	\$ 86,670	\$ 89,146	\$ 91,623	\$ 94,100	\$ 96,576	\$ 99,053	\$ 101,529
GG12	\$ 89,040	\$ 92,008	\$ 94,976	\$ 97,944	\$ 100,912	\$ 103,880	\$ 106,848	\$ 109,816	\$ 112,784	\$ 115,752	\$ 118,720	\$ 121,688
GG13	\$ 105,879	\$ 109,409	\$ 112,938	\$ 116,467	\$ 119,997	\$ 123,526	\$ 127,056	\$ 130,585	\$ 134,114	\$ 137,644	\$ 141,173	\$ 144,703
GG14	\$ 125,118	\$ 129,289	\$ 133,459	\$ 137,630	\$ 141,800	\$ 145,971	\$ 150,142	\$ 154,312	\$ 158,483	\$ 162,653	\$ 164,200	\$ 164,200
GG15	\$ 147,172	\$ 152,078	\$ 156,983	\$ 161,889	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200

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**TARGETED LOCAL MARKET SUPPLEMENT - POLYGRAPHER  
DENVER, COLORADO LOCALITY AREA  
Rates set at Base GG plus 37 percent  
Calendar Year 2018**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 0080, 0132, 1801, or 1810**

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
GG07	\$ 49,120	\$ 50,757	\$ 52,394	\$ 54,031	\$ 55,669	\$ 57,306	\$ 58,943	\$ 60,580	\$ 62,217	\$ 63,854	\$ 65,491	\$ 67,129
GG08	\$ 54,399	\$ 56,212	\$ 58,026	\$ 59,840	\$ 61,654	\$ 63,468	\$ 65,282	\$ 67,096	\$ 68,910	\$ 70,724	\$ 72,537	\$ 74,351
GG09	\$ 60,084	\$ 62,087	\$ 64,090	\$ 66,093	\$ 68,096	\$ 70,099	\$ 72,102	\$ 74,105	\$ 76,108	\$ 78,111	\$ 80,113	\$ 82,116
GG10	\$ 66,167	\$ 68,373	\$ 70,578	\$ 72,784	\$ 74,990	\$ 77,195	\$ 79,401	\$ 81,607	\$ 83,812	\$ 86,018	\$ 88,224	\$ 90,430
GG11	\$ 72,695	\$ 75,118	\$ 77,542	\$ 79,966	\$ 82,389	\$ 84,813	\$ 87,236	\$ 89,660	\$ 92,083	\$ 94,507	\$ 96,930	\$ 99,354
GG12	\$ 87,132	\$ 90,036	\$ 92,941	\$ 95,845	\$ 98,750	\$ 101,654	\$ 104,558	\$ 107,463	\$ 110,367	\$ 113,272	\$ 116,176	\$ 119,080
GG13	\$ 103,610	\$ 107,064	\$ 110,518	\$ 113,972	\$ 117,425	\$ 120,879	\$ 124,333	\$ 127,787	\$ 131,241	\$ 134,694	\$ 138,148	\$ 141,602
GG14	\$ 122,437	\$ 126,518	\$ 130,599	\$ 134,681	\$ 138,762	\$ 142,843	\$ 146,924	\$ 151,006	\$ 155,087	\$ 159,168	\$ 163,249	\$ 164,200
GG15	\$ 144,019	\$ 148,819	\$ 153,619	\$ 158,420	\$ 163,220	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200

\* Applies only to employees whose primary duty is conducting and/or quality checking polygraph exams, or directly supervising employees conducting polygraph exams.

**TARGETED LOCAL MARKET SUPPLEMENT - POLYGRAPHER**

**STATE OF HAWAII LOCALITY AREA**

**Rates set at Base GG plus 30 percent**

**Calendar Year 2018**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 0080, 0132, 1801, or 1810**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
<b>GG07</b>	\$ 46,610	\$ 48,164	\$ 49,717	\$ 51,271	\$ 52,824	\$ 54,378	\$ 55,931	\$ 57,485	\$ 59,038	\$ 60,592	\$ 62,145	\$ 63,699
<b>GG08</b>	\$ 51,619	\$ 53,340	\$ 55,062	\$ 56,783	\$ 58,504	\$ 60,225	\$ 61,946	\$ 63,668	\$ 65,389	\$ 67,110	\$ 68,831	\$ 70,552
<b>GG09</b>	\$ 57,014	\$ 58,915	\$ 60,815	\$ 62,716	\$ 64,617	\$ 66,517	\$ 68,418	\$ 70,318	\$ 72,219	\$ 74,120	\$ 76,020	\$ 77,921
<b>GG10</b>	\$ 62,786	\$ 64,879	\$ 66,972	\$ 69,065	\$ 71,158	\$ 73,251	\$ 75,344	\$ 77,437	\$ 79,530	\$ 81,623	\$ 83,716	\$ 85,809
<b>GG11</b>	\$ 68,981	\$ 71,280	\$ 73,580	\$ 75,880	\$ 78,179	\$ 80,479	\$ 82,779	\$ 85,079	\$ 87,378	\$ 89,678	\$ 91,978	\$ 94,277
<b>GG12</b>	\$ 82,680	\$ 85,436	\$ 88,192	\$ 90,948	\$ 93,704	\$ 96,460	\$ 99,216	\$ 101,972	\$ 104,728	\$ 107,484	\$ 110,240	\$ 112,996
<b>GG13</b>	\$ 98,316	\$ 101,594	\$ 104,871	\$ 108,148	\$ 111,426	\$ 114,703	\$ 117,980	\$ 121,258	\$ 124,535	\$ 127,812	\$ 131,089	\$ 134,367
<b>GG14</b>	\$ 116,181	\$ 120,054	\$ 123,926	\$ 127,799	\$ 131,672	\$ 135,545	\$ 139,417	\$ 143,290	\$ 147,163	\$ 151,035	\$ 154,908	\$ 158,781
<b>GG15</b>	\$ 136,660	\$ 141,215	\$ 145,770	\$ 150,326	\$ 154,881	\$ 159,436	\$ 163,991	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200

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**TARGETED LOCAL MARKET SUPPLEMENT - POLYGRAPHER**

**REST OF UNITED STATES LOCALITY AREA**

**Rates set at Base GG plus 27 percent**

**Calendar Year 2018**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 0080, 0132, 1801, or 1810**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
<b>GG07</b>	\$ 45,535	\$ 47,052	\$ 48,570	\$ 50,088	\$ 51,605	\$ 53,123	\$ 54,640	\$ 56,158	\$ 57,676	\$ 59,193	\$ 60,711	\$ 62,229
<b>GG08</b>	\$ 50,428	\$ 52,109	\$ 53,791	\$ 55,472	\$ 57,154	\$ 58,835	\$ 60,517	\$ 62,198	\$ 63,880	\$ 65,561	\$ 67,243	\$ 68,924
<b>GG09</b>	\$ 55,698	\$ 57,555	\$ 59,412	\$ 61,269	\$ 63,125	\$ 64,982	\$ 66,839	\$ 68,696	\$ 70,552	\$ 72,409	\$ 74,266	\$ 76,123
<b>GG10</b>	\$ 61,337	\$ 63,382	\$ 65,427	\$ 67,471	\$ 69,516	\$ 71,561	\$ 73,605	\$ 75,650	\$ 77,695	\$ 79,739	\$ 81,784	\$ 83,829
<b>GG11</b>	\$ 67,389	\$ 69,635	\$ 71,882	\$ 74,129	\$ 76,375	\$ 78,622	\$ 80,869	\$ 83,115	\$ 85,362	\$ 87,608	\$ 89,855	\$ 92,102
<b>GG12</b>	\$ 80,772	\$ 83,464	\$ 86,157	\$ 88,849	\$ 91,542	\$ 94,234	\$ 96,926	\$ 99,619	\$ 102,311	\$ 105,004	\$ 107,696	\$ 110,388
<b>GG13</b>	\$ 96,048	\$ 99,249	\$ 102,451	\$ 105,653	\$ 108,854	\$ 112,056	\$ 115,258	\$ 118,459	\$ 121,661	\$ 124,863	\$ 128,064	\$ 131,266
<b>GG14</b>	\$ 113,500	\$ 117,283	\$ 121,067	\$ 124,850	\$ 128,633	\$ 132,417	\$ 136,200	\$ 139,983	\$ 143,767	\$ 147,550	\$ 151,333	\$ 155,117
<b>GG15</b>	\$ 133,506	\$ 137,956	\$ 142,406	\$ 146,856	\$ 151,307	\$ 155,757	\$ 160,207	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200	\$ 164,200

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