

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**  
**0759 - San Jose-San Francisco-Oakland, CA Locality Pay Area**  
**Rates set at Base GG plus 68 percent for GG-11/GG-12/GG-13;**  
**Base GG plus 59 percent for GG-14;**  
**Base GG plus 49 percent for GG-15**  
**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$99,656	\$102,977	\$106,299	\$109,620	\$112,941	\$116,263	\$119,584	\$122,905	\$126,227	\$129,548	\$132,870	\$136,191
GG12	\$119,446	\$123,428	\$127,410	\$131,391	\$135,373	\$139,354	\$143,336	\$147,318	\$151,299	\$155,281	\$159,262	\$163,244
GG13	\$142,037	\$146,772	\$151,506	\$156,240	\$160,974	\$165,708	\$170,443	\$175,177	\$179,911	\$183,500	\$183,500	\$183,500
GG14	\$158,854	\$164,148	\$169,443	\$174,738	\$180,033	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500
GG15	\$175,102	\$180,938	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

**\*Only applies to DCIPS employees, in the 2181 (aircraft operator) series, and assigned to a position description that requires the piloting of aircraft.**  
**NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$183,500**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**  
**0760 - New York-Newark, NY-NJ-CT-PA Locality Pay Area**  
**Rates set at Base GG plus 62 percent for GG-11/GG-12/GG-13;**  
**Base GG plus 52 percent for GG-14;**  
**Base GG plus 42 percent for GG-15**  
**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$96,097	\$99,300	\$102,502	\$105,705	\$108,908	\$112,110	\$115,313	\$118,516	\$121,719	\$124,921	\$128,124	\$131,327
GG12	\$115,180	\$119,020	\$122,859	\$126,699	\$130,538	\$134,377	\$138,217	\$142,056	\$145,896	\$149,735	\$153,574	\$157,414
GG13	\$136,965	\$141,530	\$146,095	\$150,660	\$155,225	\$159,790	\$164,355	\$168,921	\$173,486	\$178,051	\$182,616	\$183,500
GG14	\$151,860	\$156,922	\$161,983	\$167,045	\$172,107	\$177,168	\$182,230	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500
GG15	\$166,876	\$172,438	\$178,000	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$183,500**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**  
**0761 - Houston-The Woodlands, TX and Los Angeles-Long Beach, CA Locality Pay Areas**  
**Rates set at Base GG plus 60 percent for GG-11/GG-12/GG-13;**  
**Base GG plus 50 percent for GG-14;**  
**Base GG plus 40 percent for GG-15**  
**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$94,910	\$98,074	\$101,237	\$104,400	\$107,563	\$110,726	\$113,890	\$117,053	\$120,216	\$123,379	\$126,542	\$129,706
GG12	\$113,758	\$117,550	\$121,342	\$125,134	\$128,926	\$132,718	\$136,510	\$140,302	\$144,094	\$147,886	\$151,678	\$155,470
GG13	\$135,274	\$139,782	\$144,291	\$148,800	\$153,309	\$157,818	\$162,326	\$166,835	\$171,344	\$175,853	\$180,362	\$184,870
GG14	\$149,862	\$154,857	\$159,852	\$164,847	\$169,842	\$174,837	\$179,832	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500
GG15	\$164,525	\$170,009	\$175,493	\$180,977	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**0762 - Boston-Worcester-Providence, MA-RI-NH-ME -- Chicago-Naperville, IL-IN-WI -- Hartford-West Hartford, CT-MA --  
San Diego-Carlsbad, CA -- Washington-Baltimore-Arlington, DC-MD-VA-WV-PA Locality Pay Areas**

**Rates set at Base GG plus 57 percent for GG-11/GG-12/GG-13;**

**Base GG plus 47 percent for GG-14;**

**Base GG plus 37 percent for GG-15**

**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$93,131	\$96,235	\$99,339	\$102,443	\$105,546	\$108,650	\$111,754	\$114,858	\$117,962	\$121,066	\$124,170	\$127,274
GG12	\$111,625	\$115,346	\$119,067	\$122,788	\$126,509	\$130,230	\$133,951	\$137,672	\$141,393	\$145,114	\$148,834	\$152,555
GG13	\$132,737	\$137,161	\$141,586	\$146,010	\$150,434	\$154,859	\$159,283	\$163,707	\$168,131	\$172,556	\$176,980	\$181,404
GG14	\$146,865	\$151,760	\$156,655	\$161,550	\$166,445	\$171,340	\$176,235	\$181,130	\$183,500	\$183,500	\$183,500	\$183,500
GG15	\$161,000	\$166,366	\$171,732	\$177,099	\$182,465	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**  
**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**  
**Rates set at Base GG plus 54 percent for GG-11/GG-12/GG-13;**  
**Base GG plus 44 percent for GG-14;**  
**Base GG plus 34 percent for GG-15**  
**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$91,351	\$94,396	\$97,440	\$100,485	\$103,530	\$106,574	\$109,619	\$112,663	\$115,708	\$118,752	\$121,797	\$124,842
GG12	\$109,492	\$113,142	\$116,792	\$120,442	\$124,092	\$127,741	\$131,391	\$135,041	\$138,691	\$142,341	\$145,990	\$149,640
GG13	\$130,201	\$134,541	\$138,880	\$143,220	\$147,560	\$151,899	\$156,239	\$160,579	\$164,919	\$169,258	\$173,598	\$177,938
GG14	\$143,868	\$148,663	\$153,458	\$158,253	\$163,048	\$167,844	\$172,639	\$177,434	\$182,229	\$183,500	\$183,500	\$183,500
GG15	\$157,474	\$162,723	\$167,972	\$173,220	\$178,469	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$183,500**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**  
**0764 - Dallas-Fort Worth, TX-OK -- Miami-Fort Lauderdale-Port St. Luice, FL -- Minneapolis-St. Paul, MN-WI --**  
**Portland-Vancouver-Salem, OR-WA Locality Pay Areas**  
**Rates set at Base GG plus 52 percent for GG-11/GG-12/GG-13;**  
**Base GG plus 42 percent for GG-14;**  
**Base GG plus 32 percent for GG-15**  
**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$90,165	\$93,170	\$96,175	\$99,180	\$102,185	\$105,190	\$108,195	\$111,200	\$114,205	\$117,210	\$120,215	\$123,220
GG12	\$108,070	\$111,673	\$115,275	\$118,878	\$122,480	\$126,082	\$129,685	\$133,287	\$136,890	\$140,492	\$144,094	\$147,697
GG13	\$128,510	\$132,793	\$137,077	\$141,360	\$145,643	\$149,927	\$154,210	\$158,493	\$162,777	\$167,060	\$171,344	\$175,627
GG14	\$141,869	\$146,598	\$151,327	\$156,055	\$160,784	\$165,512	\$170,241	\$174,970	\$179,698	\$183,500	\$183,500	\$183,500
GG15	\$155,124	\$160,294	\$165,465	\$170,635	\$175,806	\$180,976	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$183,500**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**0765 - Atlanta-Athens-Clarke County--Sandy Springs, GA-AL -- Buffalo-Cheektowaga, NY -- Cincinnati-Wilmington-Maysville, OH-KY-IN -- Cleveland-Akron-Canton, OH -- Milwaukee-Racine-Waukesha, WI -- Phoenix-Mesa-Scottsdale, AZ -- Raleigh-Durham-Chapel Hill, NC Locality Pay Areas**

**Rates set at Base GG plus 49 percent for GG-11/GG-12/GG-13;**

**Base GG plus 39 percent for GG-14;**

**Base GG plus 29 percent for GG-15**

**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$88,385	\$91,331	\$94,277	\$97,223	\$100,168	\$103,114	\$106,060	\$109,005	\$111,951	\$114,897	\$117,843	\$120,788
GG12	\$105,938	\$109,469	\$113,000	\$116,531	\$120,063	\$123,594	\$127,125	\$130,657	\$134,188	\$137,719	\$141,251	\$144,782
GG13	\$125,974	\$130,172	\$134,371	\$138,570	\$142,769	\$146,968	\$151,166	\$155,365	\$159,564	\$163,763	\$167,962	\$172,161
GG14	\$138,872	\$143,501	\$148,130	\$152,758	\$157,387	\$162,016	\$166,644	\$171,273	\$175,902	\$180,530	\$183,500	\$183,500
GG15	\$151,598	\$156,651	\$161,704	\$166,757	\$171,810	\$176,863	\$181,916	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**0766 - Columbus-Marion-Zanesville, OH -- Dayton-Springfield-Sidney, OH -- Huntsville-Decatur-Albertville, AL --**

**Laredo, TX -- Pittsburgh-New Castle-Weirton, PA-OH-WV -- Richmond, VA Locality Pay Areas**

**Rates set at Base GG plus 47 percent for GG-11/GG-12/GG-13;**

**Base GG plus 37 percent for GG-14;**

**Base GG plus 27 percent for GG-15**

**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$87,199	\$90,105	\$93,011	\$95,918	\$98,824	\$101,730	\$104,636	\$107,542	\$110,448	\$113,355	\$116,261	\$119,167
GG12	\$104,516	\$107,999	\$111,483	\$114,967	\$118,451	\$121,935	\$125,419	\$128,903	\$132,387	\$135,871	\$139,355	\$142,838
GG13	\$124,283	\$128,425	\$132,568	\$136,710	\$140,852	\$144,995	\$149,137	\$153,280	\$157,422	\$161,565	\$165,707	\$169,850
GG14	\$136,874	\$141,436	\$145,998	\$150,560	\$155,122	\$159,684	\$164,247	\$168,809	\$173,371	\$177,933	\$182,495	\$183,500
GG15	\$149,248	\$154,222	\$159,197	\$164,172	\$169,146	\$174,121	\$179,095	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**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, TX -- Birmingham-Hoover-Talladega, AL -- Burlington-South Burlington, VT -- Charlotte-Concord, NC-SC -- Colorado Springs, CO -- Corpus Christi-Kingsville-Alice, TX -- Davenport-Moline, IA-IL -- Des Moines-Ames-West Des Moines -- 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 -- Virginia Beach-Norfolk, VA-NC Locality Pay Areas**

**Rates set at Base GG plus 45 percent for GG-11/GG-12/GG-13;**

**Base GG plus 35 percent for GG-14;**

**Base GG plus 25 percent for GG-15**

**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$86,013	\$88,879	\$91,746	\$94,613	\$97,479	\$100,346	\$103,212	\$106,079	\$108,946	\$111,812	\$114,679	\$117,546
GG12	\$103,094	\$106,530	\$109,967	\$113,403	\$116,840	\$120,276	\$123,713	\$127,149	\$130,586	\$134,022	\$137,459	\$140,895
GG13	\$122,592	\$126,678	\$130,764	\$134,850	\$138,936	\$143,022	\$147,108	\$151,194	\$155,281	\$159,367	\$163,453	\$167,539
GG14	\$134,876	\$139,371	\$143,867	\$148,362	\$152,858	\$157,353	\$161,849	\$166,344	\$170,840	\$175,335	\$179,831	\$183,500
GG15	\$146,898	\$151,794	\$156,690	\$161,586	\$166,483	\$171,379	\$176,275	\$181,171	\$183,500	\$183,500	\$183,500	\$183,500

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**NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$183,500**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**558A - Alaska, AK**

**Rates set at Base GG plus 61.32 percent for GG-11/GG-12/GG-13;**

**Base GG plus 51.32 percent for GG-14;**

**Base GG plus 41.32 percent for GG-15**

**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$95,694	\$98,883	\$102,072	\$105,261	\$108,450	\$111,640	\$114,829	\$118,018	\$121,208	\$124,397	\$127,586	\$130,776
GG12	\$114,697	\$118,520	\$122,344	\$126,167	\$129,990	\$133,814	\$137,637	\$141,460	\$145,283	\$149,107	\$152,930	\$138,952
GG13	\$136,390	\$140,935	\$145,482	\$150,028	\$154,573	\$159,120	\$163,665	\$168,212	\$172,758	\$177,303	\$181,850	\$183,500
GG14	\$151,181	\$156,220	\$161,259	\$166,298	\$171,337	\$176,376	\$181,415	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500
GG15	\$166,077	\$171,612	\$177,147	\$182,683	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**NOTE: Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$183,500**

**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**  
**558H - Hawaii, HI**  
**Rates set at Base GG plus 51.17 percent for GG-11/GG-12/GG-13;**  
**Base GG plus 41.17 percent for GG-14;**  
**Base GG plus 31.17 percent for GG-15**  
**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$89,673	\$92,661	\$95,650	\$98,638	\$101,627	\$104,615	\$107,604	\$110,593	\$113,582	\$116,571	\$119,559	\$122,547
GG12	\$107,481	\$111,063	\$114,646	\$118,229	\$121,812	\$125,394	\$128,977	\$132,560	\$136,142	\$139,725	\$143,308	\$146,890
GG13	\$127,808	\$132,068	\$136,329	\$140,588	\$144,848	\$149,108	\$153,368	\$157,628	\$161,888	\$166,148	\$170,408	\$174,668
GG14	\$141,041	\$145,741	\$150,442	\$155,143	\$159,844	\$164,545	\$169,246	\$173,947	\$178,648	\$183,349	\$183,500	\$183,500
GG15	\$154,149	\$159,287	\$164,424	\$169,562	\$174,700	\$179,838	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500

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**TARGETED LOCAL MARKET SUPPLEMENT - DCIPS PILOTS**

**558P - Puerto Rico**

**Rates set at Base GG plus 46.5 percent for GG-11/GG-12/GG-13;**

**Base GG plus 36.5 percent for GG-14;**

**Base GG plus 26.5 percent for GG-15**

**Effective 1 Jan 2023**

**\*Covers Defense Civilian Intelligence Personnel System in Occupational Series 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
GG11	\$86,903	\$89,799	\$92,695	\$95,591	\$98,487	\$101,384	\$104,280	\$107,176	\$110,073	\$112,969	\$115,865	\$118,762
GG12	\$104,160	\$107,632	\$111,104	\$114,576	\$118,049	\$121,521	\$124,993	\$128,465	\$131,937	\$135,409	\$138,881	\$142,353
GG13	\$123,860	\$127,988	\$132,117	\$136,245	\$140,373	\$144,502	\$148,630	\$152,759	\$156,887	\$161,015	\$165,144	\$169,272
GG14	\$136,375	\$140,920	\$145,466	\$150,011	\$154,557	\$159,102	\$163,648	\$168,193	\$172,738	\$177,284	\$181,829	\$183,500
GG15	\$148,660	\$153,616	\$158,570	\$163,525	\$168,481	\$173,435	\$178,390	\$183,346	\$183,500	\$183,500	\$183,500	\$183,500

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