



**INTELLIGENCE
AND SECURITY**

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

28 Dec 2021

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

SUBJECT: 2022 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 14061, "Adjustments of Certain Rates of Pay," dated December 22, 2021

Attached are the calendar year 2022 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 2.2% general pay increase authorized by the President, effective as of the first day of the first pay period for calendar year 2022 on January 2, 2022. In addition, the new DCIPS local market supplement rates correspond to the 2022 rates for federal locality pay areas.

The Targeted Local Market Supplement (TLMS) rate for information technology, computer science, and engineering positions are currently under review and being updated to reflect the market movement before being implemented broadly for the reference positions across the Defense Intelligence Enterprise. My point of contact for this matter is Ms. Jing Deng at (703) 692-3591 or jing.deng.civ@mail.mil.

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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 2022

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	\$20,172	\$20,849	\$21,519	\$22,187	\$22,857	\$23,249	\$23,913	\$24,581	\$24,608	\$25,234	\$25,902	\$26,570
GG 02	\$22,682	\$23,222	\$23,973	\$24,608	\$24,886	\$25,618	\$26,350	\$27,082	\$27,814	\$28,546	\$29,278	\$30,010
GG 03	\$24,749	\$25,574	\$26,399	\$27,224	\$28,049	\$28,874	\$29,699	\$30,524	\$31,349	\$32,174	\$32,999	\$33,824
GG 04	\$27,782	\$28,708	\$29,634	\$30,560	\$31,486	\$32,412	\$33,338	\$34,264	\$35,190	\$36,116	\$37,042	\$37,968
GG 05	\$31,083	\$32,119	\$33,155	\$34,191	\$35,227	\$36,263	\$37,299	\$38,335	\$39,371	\$40,407	\$41,443	\$42,479
GG 06	\$34,649	\$35,804	\$36,959	\$38,114	\$39,269	\$40,424	\$41,579	\$42,734	\$43,889	\$45,044	\$46,199	\$47,354
GG 07	\$38,503	\$39,786	\$41,069	\$42,352	\$43,635	\$44,918	\$46,201	\$47,484	\$48,767	\$50,050	\$51,333	\$52,616
GG 08	\$42,641	\$44,062	\$45,483	\$46,904	\$48,325	\$49,746	\$51,167	\$52,588	\$54,009	\$55,430	\$56,851	\$58,272
GG 09	\$47,097	\$48,667	\$50,237	\$51,807	\$53,377	\$54,947	\$56,517	\$58,087	\$59,657	\$61,227	\$62,797	\$64,367
GG 10	\$51,864	\$53,593	\$55,322	\$57,051	\$58,780	\$60,509	\$62,238	\$63,967	\$65,696	\$67,425	\$69,154	\$70,883
GG 11	\$56,983	\$58,882	\$60,781	\$62,680	\$64,579	\$66,478	\$68,377	\$70,276	\$72,175	\$74,074	\$75,973	\$77,872
GG 12	\$68,299	\$70,576	\$72,853	\$75,130	\$77,407	\$79,684	\$81,961	\$84,238	\$86,515	\$88,792	\$91,069	\$93,346
GG 13	\$81,216	\$83,923	\$86,630	\$89,337	\$92,044	\$94,751	\$97,458	\$100,165	\$102,872	\$105,579	\$108,286	\$110,993
GG 14	\$95,973	\$99,172	\$102,371	\$105,570	\$108,769	\$111,968	\$115,167	\$118,366	\$121,565	\$124,764	\$127,963	\$131,162
GG 15	\$112,890	\$116,653	\$120,416	\$124,179	\$127,942	\$131,705	\$135,468	\$139,231	\$142,994	\$146,757	\$150,520	\$154,283

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: 2 January 2022

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2022**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$20,172	\$52,616
Band 2	\$38,503	\$70,883
Band 3	\$56,983	\$110,993
Band 4	\$81,216	\$131,162
Band 5	\$112,890	\$154,283

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: 2 January 2022

Department of Defense Defense Civilian Intelligence Personnel System (DCIPS) 2022 Local Market Supplements (LMS)	
Area	LMS Rate
Alaska	30.42%
Albany-Schenectady, NY-MA	18.68%
Albuquerque-Santa Fe-Las Vegas, NM	17.14%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	22.63%
Austin-Round Rock, TX	18.80%
Birmingham-Hoover-Talladega, AL	16.81%
Boston-Worcester-Providence, MA-RI-NH-ME	30.09%
Buffalo-Cheektowaga, NY	20.78%
Burlington-South Burlington, VT	17.62%
Charlotte-Concord, NC-SC	18.06%
Chicago-Naperville, IL-IN-WI	29.18%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.94%
Cleveland-Akron-Canton, OH	21.25%
Colorado Springs, CO	18.42%
Columbus-Marion-Zanesville, OH	20.69%
Corpus Christi-Kingsville-Alice, TX	16.82%
Dallas-Fort Worth, TX-OK	25.68%
Davenport-Moline, IA-IL	17.58%
Dayton-Springfield-Sidney, OH	19.93%
Denver-Aurora, CO	28.10%
Des Moines-Ames-West Des Moines, IA	16.52%
Detroit-Warren-Ann Arbor, MI	27.86%
Harrisburg-Lebanon, PA	17.90%
Hartford-West Hartford, CT-MA	30.20%
Hawaii	20.40%
Houston-The Woodlands, TX	33.96%
Huntsville-Decatur-Albertville, AL	20.45%
Indianapolis-Carmel-Muncie, IN	17.26%
Kansas City-Overland Park-Kansas City, MO-KS	17.67%
Laredo, TX	19.85%
Las Vegas-Henderson, NV-AZ	18.25%
Los Angeles-Long Beach, CA	33.61%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.80%
Milwaukee-Racine-Waukesha, WI	21.32%
Minneapolis-St. Paul, MN-WI	25.49%
New York-Newark, NY-NJ-CT-PA	35.06%
Omaha-Council Bluffs-Fremont, NE-IA	16.93%
Palm Bay-Melbourne-Titusville, FL	17.01%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.95%
Phoenix-Mesa-Scottsdale, AZ	20.84%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.90%
Portland-Vancouver-Salem, OR-WA	24.34%

Continued on next page

Raleigh-Durham-Chapel Hill, NC	20.94%
Richmond, VA	20.64%
Sacramento-Roseville, CA-NV	27.30%
San Antonio-New Braunfels-Pearsall, TX	17.39%
San Diego-Carlsbad, CA	30.87%
San Jose-San Francisco-Oakland, CA	42.74%
Seattle-Tacoma, WA	28.28%
St. Louis-St. Charles-Farmington, MO-IL	18.35%
Tucson-Nogales, AZ	17.77%
Virginia Beach-Norfolk, VA-NC	17.18%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	31.53%
Rest of U.S. (including Guam and Puerto Rico)	16.20%

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 \$176,300.

Effective: January 2, 2022

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2022 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 \$176,300.

Effective: 2 January 2022

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2022 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	31.53%

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 \$176,300.

Effective: January 2, 2022

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2022 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 \$176,300.

Effective: January 2, 2022

Defense Intelligence Civilian Personnel System (DCIPS)

2022 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 \$176,300.

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