



INTELLIGENCE
AND SECURITY

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

MEMORANDUM FOR DIRECTOR FOR HUMAN RESOURCES, DEFENSE INTELLIGENCE
AGENCY
DIRECTOR, HUMAN CAPITAL MANAGEMENT OFFICE, DEFENSE
COUNTERINTELLIGENCE AND 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 SERVICE

SUBJECT: 2021 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, "Adjustments of Certain Rates of Pay," dated December 31, 2020

Attached are the calendar year 2021 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 the one percent general pay increase authorized by the President, effective as of the first day of the first pay period for calendar year 2021 on January 3, 2021.

Applicable locality payments are unchanged from 2020 levels for 2021. Since no locality pay increase has been authorized, DCIPS Targeted local Market Supplement (TLMS) rates are also frozen. Specifically, the TLMS rates of pay for polygrapher positions will remain at the 2020 levels; the TLMS rates of pay 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 referenced 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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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 2021

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	\$19,738	\$20,400	\$21,056	\$21,709	\$22,365	\$22,749	\$23,398	\$24,052	\$24,078	\$24,690	\$25,342	\$25,994
GG 02	\$22,194	\$22,722	\$23,457	\$24,078	\$24,349	\$25,065	\$25,781	\$26,497	\$27,213	\$27,929	28,645	\$29,361
GG 03	\$24,216	\$25,023	\$25,830	\$26,637	\$27,444	\$28,251	\$29,058	\$29,865	\$30,672	\$31,479	\$32,286	\$33,093
GG 04	\$27,184	\$28,090	\$28,996	\$29,902	\$30,808	\$31,714	\$32,620	\$33,526	\$34,432	\$35,338	\$36,244	\$37,150
GG 05	\$30,414	\$31,428	\$32,442	\$33,456	\$34,470	\$35,484	\$36,498	\$37,512	\$38,526	\$39,540	\$40,554	\$41,568
GG 06	\$33,903	\$35,033	\$36,163	\$37,293	\$38,423	\$39,553	\$40,683	\$41,813	\$42,943	\$44,073	\$45,203	\$46,333
GG 07	\$37,674	\$38,930	\$40,186	\$41,442	\$42,698	\$43,954	\$45,210	\$46,466	\$47,722	\$48,978	\$50,234	\$51,490
GG 08	\$41,723	\$43,114	\$44,505	\$45,896	\$47,287	\$48,678	\$50,069	\$51,460	\$52,851	\$54,242	\$55,633	\$57,024
GG 09	\$46,083	\$47,619	\$49,155	\$50,691	\$52,227	\$53,763	\$55,299	\$56,835	\$58,371	\$59,907	\$61,443	\$62,979
GG 10	\$50,748	\$52,440	\$54,132	\$55,824	\$57,516	\$59,208	\$60,900	\$62,592	\$64,284	\$65,976	\$67,668	\$69,360
GG 11	\$55,756	\$57,615	\$59,474	\$61,333	\$63,192	\$65,051	\$66,910	\$68,769	\$70,628	\$72,487	\$74,346	\$76,205
GG 12	\$66,829	\$69,057	\$71,285	\$73,513	\$75,741	\$77,969	\$80,197	\$82,425	\$84,653	\$86,881	\$89,109	\$91,337
GG 13	\$79,468	\$82,117	\$84,766	\$87,415	\$90,064	\$92,713	\$95,362	\$98,011	\$100,660	\$103,309	\$105,958	\$108,607
GG 14	\$93,907	\$97,037	\$100,167	\$103,297	\$106,427	\$109,557	\$112,687	\$115,817	\$118,947	\$122,077	\$125,207	\$128,337
GG 15	\$110,460	\$114,142	\$117,824	\$121,506	\$125,188	\$128,870	\$132,552	\$136,234	\$139,916	\$143,598	\$147,280	\$150,962

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: 3 January 2021

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2021**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$19,738	\$51,490
Band 2	\$37,674	\$69,360
Band 3	\$55,756	\$108,607
Band 4	\$79,468	\$128,337
Band 5	\$110,460	\$150,962

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: 3 January 2021

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2021 Local Market Supplements (LMS)**

Area	LMS Rate
Alaska	29.67%
Albany-Schenectady, NY-MA	17.88%
Albuquerque-Santa Fe-Las Vegas, NM	16.68%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	22.16%
Austin-Round Rock, TX	18.17%
Birmingham-Hoover-Talladega, AL	16.26%
Boston-Worcester-Providence, MA-RI-NH-ME	29.11%
Buffalo-Cheektowaga, NY	20.20%
Burlington-South Burlington, VT	16.89%
Charlotte-Concord, NC-SC	17.44%
Chicago-Naperville, IL-IN-WI	28.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.55%
Cleveland-Akron-Canton, OH	20.82%
Colorado Springs, CO	17.78%
Columbus-Marion-Zanesville, OH	20.02%
Corpus Christi-Kingsville-Alice, TX	16.56%
Dallas-Fort Worth, TX-OK	24.98%
Davenport-Moline, IA-IL	17.04%
Dayton-Springfield-Sidney, OH	19.18%
Denver-Aurora, CO	27.13%
Des Moines-Ames-West Des Moines, IA	15.95%
Detroit-Warren-Ann Arbor, MI	27.32%
Harrisburg-Lebanon, PA	17.20%
Hartford-West Hartford, CT-MA	29.49%
Hawaii	19.56%
Houston-The Woodlands, TX	33.32%
Huntsville-Decatur-Albertville, AL	19.85%
Indianapolis-Carmel-Muncie, IN	16.92%
Kansas City-Overland Park-Kansas City, MO-KS	17.13%
Laredo, TX	18.88%
Las Vegas-Henderson, NV-AZ	17.68%
Los Angeles-Long Beach, CA	32.41%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.51%
Milwaukee-Racine-Waukesha, WI	20.96%
Minneapolis-St. Paul, MN-WI	24.66%
New York-Newark, NY-NJ-CT-PA	33.98%
Omaha-Council Bluffs-Fremont, NE-IA	16.33%
Palm Bay-Melbourne-Titusville, FL	16.73%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.04%
Phoenix-Mesa-Scottsdale, AZ	20.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.40%
Portland-Vancouver-Salem, OR-WA	23.74%

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Raleigh-Durham-Chapel Hill, NC	20.49%
Richmond, VA	19.95%
Sacramento-Roseville, CA-NV	26.37%
San Antonio-New Braunfels-Pearsall, TX	16.77%
San Diego-Carlsbad, CA	29.77%
San Jose-San Francisco-Oakland, CA	41.44%
Seattle-Tacoma, WA	27.02%
St. Louis-St. Charles-Farmington, MO-IL	17.65%
Tucson-Nogales, AZ	17.19%
Virginia Beach-Norfolk, VA-NC	16.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	30.48%
Rest of U.S. (including Guam and Puerto Rico)	15.95%

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 \$172,500.

Effective: January 3, 2021

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2021 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 \$172,500.

Effective: January 3, 2021

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2021 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	30.48%

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 \$172,500.

Effective: January 3, 2021

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2021 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 \$172,500.

Effective: January 3, 2021

Defense Intelligence Civilian Personnel System (DCIPS)

2021 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 \$172,500.

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