



INTELLIGENCE
AND SECURITY

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

22 Dec 2023


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

SUBJECT: 2024 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 21, 2023

Attached are the calendar year 2024 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 4.7% general pay increase authorized by the President, effective as of the first day of the first pay period for calendar year 2024 on January 1, 2024. In addition, the new DCIPS local market supplement rates correspond to the 2024 rates for federal locality pay areas. Additional locality pay areas are Fresno-Madera-Hanford, CA; Reno-Fernley, NV; Rochester-Batavia-Seneca Falls, NY; and Spokane-Spokane Valley-Coeur d'Alene, WA-ID.

The Targeted Local Market Supplement (TLMS) rates for information technology, computer science, and engineering positions reflect the percentages approved in accordance with OUSD(P&R) Memorandum for USD(I&S) dtd 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. Christine Juda at (703) 692-3765 or christine.m.juda.civ@mail.mil.


James M. Scacord
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 2024

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	\$21,986	\$22,724	\$23,454	\$24,183	\$24,912	\$25,339	\$26,063	\$26,792	\$26,821	\$27,502	\$28,231	\$28,960
GG 02	\$24,722	\$25,310	\$26,129	\$26,821	\$27,124	\$27,922	\$28,720	\$29,518	\$30,316	\$31,114	\$31,912	\$32,710
GG 03	\$26,975	\$27,874	\$28,773	\$29,672	\$30,571	\$31,470	\$32,369	\$33,268	\$34,167	\$35,066	\$35,965	\$36,864
GG 04	\$30,280	\$31,289	\$32,298	\$33,307	\$34,316	\$35,325	\$36,334	\$37,343	\$38,352	\$39,361	\$40,370	\$41,379
GG 05	\$33,878	\$35,007	\$36,136	\$37,265	\$38,394	\$39,523	\$40,652	\$41,781	\$42,910	\$44,039	\$45,168	\$46,297
GG 06	\$37,765	\$39,024	\$40,283	\$41,542	\$42,801	\$44,060	\$45,319	\$46,578	\$47,837	\$49,096	\$50,355	\$51,614
GG 07	\$41,966	\$43,365	\$44,764	\$46,163	\$47,562	\$48,961	\$50,360	\$51,759	\$53,158	\$54,557	\$55,956	\$57,355
GG 08	\$46,475	\$48,024	\$49,573	\$51,122	\$52,671	\$54,220	\$55,769	\$57,318	\$58,867	\$60,416	\$61,965	\$63,514
GG 09	\$51,332	\$53,043	\$54,754	\$56,465	\$58,176	\$59,887	\$61,598	\$63,309	\$65,020	\$66,731	\$68,442	\$70,153
GG 10	\$56,528	\$58,412	\$60,296	\$62,180	\$64,064	\$65,948	\$67,832	\$69,716	\$71,600	\$73,484	\$75,368	\$77,252
GG 11	\$62,107	\$64,177	\$66,247	\$68,317	\$70,387	\$72,457	\$74,527	\$76,597	\$78,667	\$80,737	\$82,807	\$84,877
GG 12	\$74,441	\$76,922	\$79,403	\$81,884	\$84,365	\$86,846	\$89,327	\$91,808	\$94,289	\$96,770	\$99,251	\$101,732
GG 13	\$88,520	\$91,471	\$94,422	\$97,373	\$100,324	\$103,275	\$106,226	\$109,177	\$112,128	\$115,079	\$118,030	\$120,981
GG 14	\$104,604	\$108,091	\$111,578	\$115,065	\$118,552	\$122,039	\$125,526	\$129,013	\$132,500	\$135,987	\$139,474	\$142,961
GG 15	\$123,041	\$127,142	\$131,243	\$135,344	\$139,445	\$143,546	\$147,647	\$151,748	\$155,849	\$159,950	\$164,051	\$168,152

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. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900.

* 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 2024

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2024**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$21,986	\$57,355
Band 2	\$41,966	\$77,252
Band 3	\$62,107	\$120,981
Band 4	\$88,520	\$142,961
Band 5	\$123,041	\$168,152

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. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$191,900.

Effective: 1 January 2024

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2024 Local Market Supplements (LMS)**

Area	LMS Rate
Alaska	31.96%
Albany-Schenectady, NY-MA	20.25%
Albuquerque-Santa Fe-Las Vegas, NM	18.05%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.45%
Austin-Round Rock, TX	19.99%
Birmingham-Hoover-Talladega, AL	17.91%
Boston-Worcester-Providence, MA-RI-NH-ME	31.97%
Buffalo-Cheektowaga, NY	21.99%
Burlington-South Burlington, VT	18.97%
Charlotte-Concord, NC-SC	19.26%
Chicago-Naperville, IL-IN-WI	30.41%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.69%
Cleveland-Akron-Canton, OH	22.01%
Colorado Springs, CO	19.73%
Columbus-Marion-Zanesville, OH	21.80%
Corpus Christi-Kingsville-Alice, TX	17.40%
Dallas-Fort Worth, TX-OK	26.91%
Davenport-Moline, IA-IL	18.66%
Dayton-Springfield-Sidney, OH	21.14%
Denver-Aurora, CO	29.88%
Des Moines-Ames-West Des Moines, IA	17.58%
Detroit-Warren-Ann Arbor, MI	28.82%
Fresno-Madera-Hanford, CA	17.15%
Harrisburg-Lebanon, PA	19.10%
Hartford-West Hartford, CT-MA	31.62%
Hawaii	21.79%
Houston-The Woodlands, TX	34.72%
Huntsville-Decatur-Albertville, AL	21.48%
Indianapolis-Carmel-Muncie, IN	17.89%
Kansas City-Overland Park-Kansas City, MO-KS	18.65%
Laredo, TX	21.33%
Las Vegas-Henderson, NV-AZ	19.23%
Los Angeles-Long Beach, CA	35.84%
Miami-Fort Lauderdale-Port St. Lucie, FL	24.42%
Milwaukee-Racine-Waukesha, WI	22.15%
Minneapolis-St. Paul, MN-WI	27.15%
New York-Newark, NY-NJ-CT-PA	37.24%
Omaha-Council Bluffs-Fremont, NE-IA	17.94%
Palm Bay-Melbourne-Titusville, FL	17.60%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.55%
Phoenix-Mesa-Scottsdale, AZ	22.02%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.78%

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Portland-Vancouver-Salem, OR-WA	25.66%
Raleigh-Durham-Chapel Hill, NC	21.90%
Reno-Fernley, NV	17.11%
Richmond, VA	21.91%
Rochester-Batavia-Seneca Falls, NY	17.35%
Sacramento-Roseville, CA-NV	29.16%
San Antonio-New Braunfels-Pearsall, TX	18.49%
San Diego-Carlsbad, CA	33.05%
San Jose-San Francisco-Oakland, CA	45.41%
Seattle-Tacoma, WA	30.81%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.18%
St. Louis-St. Charles-Farmington, MO-IL	19.63%
Tucson-Nogales, AZ	18.92%
Virginia Beach-Norfolk, VA-NC	18.46%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.26%
Rest of U.S. (including Guam and Puerto Rico)	16.82%

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 \$191,900.

Effective: January 1, 2024

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2024 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 – GG-10	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 \$191,900.

Effective: 1 January 2024

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2024 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	33.26%

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 \$191,900.

Effective: January 1, 2024

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2024 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
Within the Contiguous United States and Non-Foreign Areas Outside the Contiguous United States

GEOLOC Code
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 \$191,900.

Effective: January 1, 2024

Defense Intelligence Civilian Personnel System (DCIPS)

2024 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 \$191,900.

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