

Department of Defense Defense Civilian Intelligence Personnel System (DCIPS) 2012 Local Market Supplements (LMS) Frozen at 2010 Levels*	
Area	Local Market Supplement (LMS) Rate
Alaska	24.69%*
Atlanta-Sandy Springs-Gainesville, GA-AL.	19.29%
Boston-Worcester-Manchester, MA-NH-RI-ME. .	24.80%
Buffalo-Niagara-Cattaraugus, NY .	16.98%
Chicago-Naperville-Michigan City, IL-IN-WI.	25.10%
Cincinnati-Middletown-Wilmington, OH-KY-IN .	18.55%
Cleveland-Akron-Elyria, OH .	18.68%
Columbus-Marion-Chillicothe, OH .	17.16%
Dallas-Fort Worth, TX	20.67%
Dayton-Springfield-Greenville, OH .	16.24%
Denver-Aurora-Boulder, CO .	22.52%
Detroit-Warren-Flint, MI .	24.09%
Hartford-West Hartford-Willimantic, CT-MA	25.82%
Hawaii	16.51%*
Houston-Baytown-Huntsville, TX .	28.71%
Huntsville-Decatur, AL. .	16.02%
Indianapolis-Anderson-Columbus, IN. .	14.68%
Los Angeles-Long Beach-Riverside, CA	27.16%
Miami-Fort Lauderdale-Pompano Beach, FL	20.79%
Milwaukee-Racine-Waukesha, WI .	18.10%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.96%
New York-Newark-Bridgeport, NY-NJ-CT-PA	28.72%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD .	21.79%
Phoenix-Mesa-Scottsdale, AZ .	16.76%
Pittsburgh-New Castle, PA	16.37%
Portland-Vancouver-Beaverton, OR-WA .	20.35%
Raleigh-Durham-Cary, NC .	17.64%
Richmond, VA. .	16.47%
Sacramento--Arden-Arcade-Yuba City, CA-NV	22.20%
San Diego-Carlsbad-San Marcos, CA	24.19%
San Jose-San Francisco-Oakland, CA	35.15%
Seattle-Tacoma-Olympia, WA. .	21.81%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA	24.22%
Rest of U.S. (including Guam and Puerto Rico)	14.16%*

*Rates for Alaska, Guam, Hawaii, and Puerto Rico have been increased in accordance with the Non-foreign Area Retirement Equity Assurance Act of 2009, and Presidential Memorandum, "Letter from the President Regarding an Alternative Pay Plan," dated November 30, 2010.

AUTHORITY: These Local Market Supplements have been established under the authority of DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," April 22, 2010. Adjusted basic pay (base salary + LMS or TLMS) may not exceed \$155,500.

Effective date: January 1, 2012

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2012 Foreign Area Targeted Local Market Supplements (TLMS) Frozen at 2010 Levels

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	24.22%

AUTHORITY: Targeted Local Market Supplements are authorized under DODI 1400.25, V-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," April 22, 2010.

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