

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2012 Alaska Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Codes
Alaska (Anchorage, Fairbanks, Juneau)	020130020, 020770090, 021130110, 020655090, 020795240, 020798020, 020801090, 020710020

Pay Band	Percentage
All	44.12%

NOTE: These TLMS rates reflect an increase from the 2011 rates in order to offset the decrease in the Alaska Cost-of-Living Allowance 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.

These TLMS rates apply only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

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

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$155,500. Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 1, 2012

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2012 Territory of Guam Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Codes
Territory of Guam	GQ0000000, GQ0200000, GQ0600000

Pay Band	Percentage
All	35.80%

NOTE: These TLMS rates reflect an increase from the 2011 rates in order to offset the decrease in the Territory of Guam Cost-of-Living Allowance in accordance with the Non-Foreign Area Retirement Equity Assurance Act of 2009.

These TLMS rates apply only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

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

DCIPS Adjusted Basic Pay (base salary +LMS or TLMS) may not exceed \$155,500. Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 1, 2012

DEPARTMENT OF DEFENSE

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2012 Hawaii Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Code
Hawaii (City and County of Honolulu, and County of Maui)	150000009, 150310003, 150585003, 151885003, 152400003, 155400003, 158205003, 158206003, 158725003, 158803003, 159700003, 159998003

Pay Band	Percentage
All	37.72%

NOTE: These TLMS rates reflect an increase from the 2011 rates in order to offset the decrease in the Hawaii Cost-of-Living Allowance in accordance with the Non-Foreign Area Retirement Equity Assurance Act of 2009.

These TLMS rates apply only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

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

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Effective Date: January 1, 2012

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2012 Commonwealth of Puerto Rico Targeted Local Market Supplements (TLMS)

Occupation	Occupation Name/Title
All	All (except those covered by Polygrapher TLMS Schedules)

Location	GEOLOC Code
Commonwealth of Puerto Rico	RQ0000000, RQ0395000

Pay Band	Percentage
All	35.47%

NOTE: These TLMS rates reflect an increase from the 2011 rates in order to offset the decrease in the Commonwealth of Puerto Rico Cost-of-Living Allowance in accordance with the Non-foreign Area Retirement Equity Assurance Act of 2009.

These TLMS rates apply only to employees who are permanently assigned, or temporarily assigned with TCS orders, to this location prior to January 02, 2011. Employees hired or assigned to this location on or after January 02, 2011 will receive the LMS rate for this location.

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

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$155,500. Exception: As permitted by law under The Non-Foreign Area Retirement Equity Assurance Act of 2009 (National Defense Authorization Act for FY 2010, Title XIX, Division B), the limitation on basic pay is waived for DCIPS employees whose basic pay exceeds the statutory pay cap of Executive Level IV resulting from the extension of locality pay to non-foreign OCONUS areas. This waiver applies only as long as the employee remains in the non-foreign OCONUS area, and will be reviewed for renewal on an annual basis by the Under Secretary of Defense (Intelligence).

Effective Date: January 1, 2012