

**Defense Civilian Intelligence Personnel System (DCIPS)
Pay Band Rate Ranges for 2012
Frozen at 2010 Rates**

DCIPS Pay Band Ranges

Pay Band	Minimum	Maximum
Band 1	\$17,803	\$46,442
Band 2	33,979	\$62,557
Band 3	50,287	\$97,953
Band 4	71,674	\$115,750
Band 5	99,628	\$136,159

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," April 22, 2010.

Effective Date: January 1, 2012

**Department of Defense
 Defense Civilian Intelligence Personnel System (DCIPS)
 GG Grade Ranges for 2012
 Frozen at 2010 Rates**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Maximum (Extended Range)*	WGI
GG 01	\$17,803	\$18,398	\$18,990	\$19,579	\$20,171	\$20,519	\$21,104	\$21,694	\$21,717	\$22,269	\$23,373	\$552
GG 02	\$20,017	\$20,493	\$21,155	\$21,717	\$21,961	\$22,607	\$23,253	\$23,899	\$24,545	\$25,191	\$26,483	\$646
GG 03	\$21,840	\$22,568	\$23,296	\$24,024	\$24,752	\$25,480	\$26,208	\$26,936	\$27,664	\$28,392	\$29,848	\$728
GG 04	\$24,518	\$25,335	\$26,152	\$26,969	\$27,786	\$28,603	\$29,420	\$30,237	\$31,054	\$31,871	\$33,505	\$817
GG 05	\$27,431	\$28,345	\$29,259	\$30,173	\$31,087	\$32,001	\$32,915	\$33,829	\$34,743	\$35,657	\$37,485	\$914
GG 06	\$30,577	\$31,596	\$32,615	\$33,634	\$34,653	\$35,672	\$36,691	\$37,710	\$38,729	\$39,748	\$41,786	\$1,019
GG 07	\$33,979	\$35,112	\$36,245	\$37,378	\$38,511	\$39,644	\$40,777	\$41,910	\$43,043	\$44,176	\$46,442	\$1,133
GG 08	\$37,631	\$38,885	\$40,139	\$41,393	\$42,647	\$43,901	\$45,155	\$46,409	\$47,663	\$48,917	\$51,425	\$1,254
GG 09	\$41,563	\$42,948	\$44,333	\$45,718	\$47,103	\$48,488	\$49,873	\$51,258	\$52,643	\$54,028	\$56,798	\$1,385
GG 10	\$45,771	\$47,297	\$48,823	\$50,349	\$51,875	\$53,401	\$54,927	\$56,453	\$57,979	\$59,505	\$62,557	\$1,526
GG 11	\$50,287	\$51,963	\$53,639	\$55,315	\$56,991	\$58,667	\$60,343	\$62,019	\$63,695	\$65,371	\$68,723	\$1,676
GG 12	\$60,274	\$62,283	\$64,292	\$66,301	\$68,310	\$70,319	\$72,328	\$74,337	\$76,346	\$78,355	\$82,373	\$2,009
GG 13	\$71,674	\$74,063	\$76,452	\$78,841	\$81,230	\$83,619	\$86,008	\$88,397	\$90,786	\$93,175	\$97,953	\$2,389
GG 14	\$84,697	\$87,520	\$90,343	\$93,166	\$95,989	\$98,812	\$101,635	\$104,458	\$107,281	\$110,104	\$115,750	\$2,823
GG 15	\$99,628	\$102,949	\$106,270	\$109,591	\$112,912	\$116,233	\$119,554	\$122,875	\$126,196	\$129,517	\$136,159	\$3,321

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* The extended range is available to employees through receipt of performance-based awards, and is not accessible through longevity-based within-grade increases.

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