

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2012 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule A

Occupational Series*	Occupation Name/Title
0080, 0132, 1801	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 Contiguous United States

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 2 / GG 7-10 / Entry-Developmental	10%
IA 3 / GG 11-13 / Full Performance	8%
IA 4 / GG 13-14 / Senior	6%
IA 5 / GG 15 / Expert	2%

** Percentages are added on to the Local Market Supplements in effect for the employee's local market area.

NOTE: Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," 22 April 2010.

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed the Level IV rate of the Executive Schedule (\$155,500)..

Effective Date: January 01, 2012

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2012 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule B

Occupational Series*	Occupation Name/Title
0080, 0132, 1801	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
Hawaii (City and County of Honolulu)	152400003

Pay Band/Grades/Work Level	Percentage**
IA 2 / GG 7-10 / Entry-Developmental	47.72%
IA 3 / GG 11-13 / Full Performance	45.72%
IA 4 / GG 13-14 / Senior	43.72%
IA 5 / GG 15 / Expert	39.72%

** These TLMS rates apply in lieu of the DCIPS TLMS rate for Hawaii.

NOTE: These TLMS rates reflect an increase from the 2011 rates in order to off-set the decrease in the Hawaii 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 TLMS percentages listed on Polygrapher TLMS Schedule A in addition to the standard LMS rate for this location unless an Exception to Policy has been granted authorizing payment of the TLMS rate.

Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

AUTHORITY: These Targeted Local Market Supplements have been adjusted under DODI 1400.25, V-2008, "Defense Civilian Intelligence Personnel System Compensation Administration," April 22, 2010.

DCIPS Adjusted Basic Pay (base salary +LMS or TLMS) may not exceed Level IV rate of the Executive Schedule (\$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 01, 2012

Defense Intelligence Civilian Personnel System (DCIPS)

2012 Targeted Local Market Supplements (TLMS)

Polygrapher TLMS Schedule C

Occupational Series*	Occupation Name/Title
0080, 0132, 1801	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

Pay Band/Grades/Work Level	Percentage**
IA 2 / GG 7-10 / Entry-Developmental	34.22%
IA 3 / GG 11-13 / Full Performance	32.22%
IA 4 / GG 13-14 / Senior	30.22%
IA 5 / GG 15 / Expert	26.22%

** These TLMS rates apply in lieu of the DCIPS OCONUS TLMS.

STATEMENT: Excludes Air Force employees hired as polygraphers prior to August 16, 2009 (the date of conversion to DCIPS pay bands).

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

DCIPS Adjusted Basic Pay (base salary + LMS or TLMS) may not exceed \$155,500.

Effective Date: January 01, 2012