

# DEPARTMENT OF DEFENSE

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2013 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. (Also applies to polygraphers in Hawaii who are excluded from Polygrapher TLMS Schedule B)

GEOLOC Code
Various

Pay Band/Grades/Work Level	Percentage**
IA 02 / GG 7-10 / Entry-Developmental	10%
IA 03 / GG 11-13 / Full Performance	8%
IA 04 / GG 13-14 / Senior	6%
IA 05 / 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," March 03, 2012.

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 13, 2013

# DEPARTMENT OF DEFENSE

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2013 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 02 / GG 7-10 / Entry-Developmental	40.82%
IA 03 / GG 11-13 / Full Performance	38.82%
IA 04 / GG 13-14 / Senior	36.82%
IA 05 / GG 15 / Expert	32.82%

\*\* These TLMS rates apply in lieu of the general DCIPS TLMS rate for Hawaii and apply only to employees who were 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 rate shown on Polygrapher TLMS Schedule A.

These TLMS rates reflect a decrease of 6.9% from the 2012 rate in accordance with the USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 2010. See the "DCIPS Non-Foreign Area TLMS Phase-out Schedule" for the estimated 2014 and 2015 rates.

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-2006 "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012, and USD(I) Memorandum, "Implementing Guidance for Phasing Out the Targeted Local Market Supplement (TLMS) for Defense Intelligence Employees in Non-Foreign Areas outside the Contiguous United States (OCONUS)", dated November 29, 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 13, 2013

## Defense Intelligence Civilian Personnel System (DCIPS)

### 2013 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 02 / GG 7-10 / Entry-Developmental	34.22%
IA 03 / GG 11-13 / Full Performance	32.22%
IA 04 / GG 13-14 / Senior	30.22%
IA 05 / GG 15 / Expert	26.22%

\*\* These TLMS rates apply in lieu of the DCIPS Foreign Area 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," March 03, 2012.

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

Effective Date: January 13, 2013