

**Defense Civilian Intelligence Personnel System (DCIPS)  
Pay Band Rate Ranges for 2014  
(Reflects a 1.0% Increase from 2013 Rates)**

**DCIPS Pay Band Ranges**

Pay Band	Minimum	Maximum
Band 1	\$17,981	\$46,903
Band 2	\$34,319	\$63,180
Band 3	\$50,790	\$98,934
Band 4	\$72,391	\$116,905
Band 5	\$100,624	\$137,518

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

**Effective Date: January 12, 2014**

**Department of Defense  
Defense Civilian Intelligence Personnel System (DCIPS)  
GG Grade Ranges for 2014  
(Reflects a 1.0% Increase from 2013 Rates)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Max (Extended Range)	WGI
1	\$17,981	\$18,582	\$19,180	\$19,775	\$20,373	\$20,724	\$21,315	\$21,911	\$21,934	\$22,494	\$23,614	Varies
2	\$20,217	\$20,698	\$21,367	\$21,934	\$22,179	\$22,831	\$23,483	\$24,135	\$24,787	\$25,439	\$26,743	Varies
3	\$22,058	\$22,793	\$23,528	\$24,263	\$24,998	\$25,733	\$26,468	\$27,203	\$27,938	\$28,673	\$30,143	\$735
4	\$24,763	\$25,588	\$26,413	\$27,238	\$28,063	\$28,888	\$29,713	\$30,538	\$31,363	\$32,188	\$33,838	\$825
5	\$27,705	\$28,629	\$29,553	\$30,477	\$31,401	\$32,325	\$33,249	\$34,173	\$35,097	\$36,021	\$37,869	\$924
6	\$30,883	\$31,912	\$32,941	\$33,970	\$34,999	\$36,028	\$37,057	\$38,086	\$39,115	\$40,144	\$42,202	\$1,029
7	\$34,319	\$35,463	\$36,607	\$37,751	\$38,895	\$40,039	\$41,183	\$42,327	\$43,471	\$44,615	\$46,903	\$1,144
8	\$38,007	\$39,274	\$40,541	\$41,808	\$43,075	\$44,342	\$45,609	\$46,876	\$48,143	\$49,410	\$51,944	\$1,267
9	\$41,979	\$43,378	\$44,777	\$46,176	\$47,575	\$48,974	\$50,373	\$51,772	\$53,171	\$54,570	\$57,368	\$1,399
10	\$46,229	\$47,770	\$49,311	\$50,852	\$52,393	\$53,934	\$55,475	\$57,016	\$58,557	\$60,098	\$63,180	\$1,541
11	\$50,790	\$52,483	\$54,176	\$55,869	\$57,562	\$59,255	\$60,948	\$62,641	\$64,334	\$66,027	\$69,413	\$1,693
12	\$60,877	\$62,906	\$64,935	\$66,964	\$68,993	\$71,022	\$73,051	\$75,080	\$77,109	\$79,138	\$83,196	\$2,029
13	\$72,391	\$74,804	\$77,217	\$79,630	\$82,043	\$84,456	\$86,869	\$89,282	\$91,695	\$94,108	\$98,934	\$2,413
14	\$85,544	\$88,395	\$91,246	\$94,097	\$96,948	\$99,799	\$102,650	\$105,501	\$108,352	\$111,203	\$116,905	\$2,851
15	\$100,624	\$103,978	\$107,332	\$110,686	\$114,040	\$117,394	\$120,748	\$124,102	\$127,456	\$130,810	\$137,518	\$3,354

DCIPS pay band ranges are authorized in accordance with DODI 1400.25, V-2006, "Defense Civilian Intelligence Personnel System Compensation Administration," March 03, 2012.

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

**Effective Date: January 12, 2014**