



DEPUTY SECRETARY OF DEFENSE
1010 DEFENSE PENTAGON
WASHINGTON, DC 20301-1010

JAN 09 2009

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MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE
AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY

SUBJECT: 2009 Defense Civilian Intelligence Personnel System (DCIPS) Pay Band
Rate Ranges and Local Market Supplements (LMS)

Attached are the 2009 DCIPS Pay Band Rate Ranges and LMS rates. These pay
schedules continue to be directly linked to the General Schedule (GS) pay grades and
locality pay rates, as approved by the President.

For 2009, the minimum and maximum of the DCIPS Pay Band Rate Ranges have
been increased by 2.9 percent to mirror the across-the-board increase to the GS.
Adjustments to the DCIPS LMS rates correspond to those approved for the GS locality
pay areas. The Targeted Local Market Supplement for employees outside the contiguous
United States continues to be equal to the Washington-Baltimore-Northern Virginia, DC-
MD-PA-VA-WV LMS. These rates are effective January 4, 2009.

9 Jan 09

Attachments:
As stated

cc:
Under Secretary of Defense (Intelligence)
Under Secretary of Defense (Personnel & Readiness)
General Counsel of the Department of Defense
Defense Intelligence Human Resources Board

7 Jan 09



Defense Civilian Intelligence Personnel System (DCIPS)
2009 Pay Band Rate Ranges
(reflecting an increase of 2.9% from the 2008 rate ranges)

Pay Band	Minimum	Maximum
Band 1	\$17,540	\$45,753
Band 2	\$33,477	\$61,628
Band 3	\$49,544	\$96,509
Band 4	\$70,615	\$114,047
Band 5	\$98,156	\$134,148

**Department of Defense
Defense Civilian Intelligence Personnel System (DCIPS)
2009 Local Market Supplements (LMS)**

Area	Local Market Supplement (LMS) Rate
Atlanta-Sandy Springs-Gainesville, GA-AL	18.55%
Boston-Worcester-Manchester, MA-NH-ME-RI	23.98%
Buffalo-Niagara-Cattaraugus, NY	16.39%
Chicago-Naperville-Michigan City, IL-IN-WI	24.47%
Cincinnati-Middletown-Wilmington, OH-KY-IN	18.28%
Cleveland-Akron-Elyria, OH	18.16%
Columbus-Marion-Chillicothe, OH	16.62%
Dallas-Fort Worth, TX	19.95%
Dayton-Springfield-Greenville, OH	15.90%
Denver-Aurora-Boulder, CO	22.03%
Detroit-Warren-Flint, MI	23.56%
Hartford-West Hartford-Willimantic, CT-MA	25.08%
Houston-Baytown-Huntsville, TX	28.28%
Huntsville-Decatur, AL	15.46%
Indianapolis-Anderson-Columbus, IN	14.23%
Los Angeles-Long Beach-Riverside, CA	26.51%
Miami-Fort Lauderdale-Pompano Beach, FL	20.21%
Milwaukee-Racine-Waukesha, WI	17.65%
Minneapolis-St. Paul-St. Cloud, MN-WI	20.36%
New York-Newark-Bridgeport, NY-NJ-CT-PA	27.96%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	21.25%
Phoenix-Mesa-Scottsdale, AZ	16.08%
Pittsburgh-New Castle, PA	15.86%
Portland-Vancouver-Beaverton, OR-WA	19.71%
Raleigh-Durham-Cary, NC	17.38%
Richmond, VA	16.10%
Sacramento-Arden-Arcade-Yuba City, CA-NV	21.53%
San Diego-Carlsbad-San Marcos, CA	23.44%
San Jose-San Francisco-Oakland, CA	34.35%
Seattle-Tacoma-Olympia, WA	21.06%
Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV	23.10%
Rest of U.S.	13.86%

Effective date: January 4, 2009

AUTHORITY: These Local Market Supplements have been established under the authority of interim policy DODI 1400.25, V-2006,

Adjusted Salary (base salary + LMS) may not exceed \$160,860 (Reference interim policy DODI 1400.25, V-2006)

DCIPS LOCAL MARKET SUPPLEMENT AREAS

DCIPS Local Market Supplement (LMS) areas correspond precisely to Locality Pay Areas published by the Office of Personnel Management (OPM). Please visit the OPM Web site for more details. <http://www.opm.gov/oca/09tables/locdef.asp>.

<u>Atlanta-Sandy Springs-Gainesville, GA-AL</u>	<u>Miami-Fort Lauderdale-Pompano Beach, FL</u>
<u>Boston-Worcester-Manchester, MA-NH-ME-RI</u>	<u>Milwaukee-Racine-Waukesha, WI</u>
<u>Buffalo-Niagara-Cattaraugus, NY</u>	<u>Minneapolis-St. Paul-St. Cloud, MN-WI</u>
<u>Chicago-Naperville-Michigan City, IL-IN-WI</u>	<u>New York-Newark-Bridgeport, NY-NJ-CT-PA</u>
<u>Cincinnati-Middletown-Wilmington, OH-KY-IN</u>	<u>Philadelphia-Camden-Vineland, PA-NJ-DE-MD</u>
<u>Cleveland-Akron-Elyria, OH</u>	<u>Phoenix-Mesa-Scottsdale, AZ</u>
<u>Columbus-Marion-Chillicothe, OH</u>	<u>Pittsburgh-New Castle, PA</u>
<u>Dallas-Fort Worth, TX</u>	<u>Portland-Vancouver-Beaverton, OR-WA</u>
<u>Dayton-Springfield-Greenville, OH</u>	<u>Raleigh-Durham-Cary, NC</u>
<u>Denver-Aurora-Boulder, CO</u>	<u>Richmond, VA</u>
<u>Detroit-Warren-Flint, MI</u>	<u>Sacramento--Arden-Arcade—Yuba City, CA-NV</u>
<u>Hartford-West Hartford-Willimantic, CT-MA</u>	<u>San Diego-Carlsbad-San Marcos, CA</u>
<u>Houston-Baytown-Huntsville, TX</u>	<u>San Jose-San Francisco-Oakland, CA</u>
<u>Huntsville-Decatur, AL</u>	<u>Seattle-Tacoma-Olympia, WA</u>
<u>Indianapolis-Anderson-Columbus, IN</u>	<u>Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV</u>
<u>Los Angeles-Long Beach-Riverside, CA</u>	<u>Rest of U.S.</u>

AUTHORITY: These Local Market Supplement Areas have been established under the authority of interim policy DODI 1400.25, V-2006,

DEPARTMENT OF DEFENSE

Defense Intelligence Civilian Personnel System (DCIPS)

2009 Targeted Local Market Supplements (TLMS)

Issue Date: December 4, 2008

Occupation	Occupation Name/Title
All	All

Location
Outside Contiguous United States (OCONUS)

GEOLOC Code
Various

Pay Band	Percentage
All	23.10%

AUTHORITY: These Targeted Local Market Supplements have been established under interim policy DODI 1400.25, V-2006.

Adjusted Salary (base salary + LMS) may not exceed \$160,860 (Reference interim policy DODI 1400.25, V-2006).

These TLMS rates apply in lieu of the standard Local Market Supplement (LMS)

Effective Date: January 4, 2009