



PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
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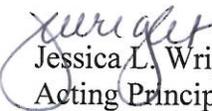
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MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL  
SECURITY SERVICE  
DIRECTOR, DEFENSE THREAT REDUCTION AGENCY  
DIRECTOR, DEFENSE INTELLIGENCE AGENCY  
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE  
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY  
DIRECTOR, DEFENSE SECURITY SERVICE  
DIRECTOR, MISSILE DEFENSE AGENCY  
DIRECTOR, DEFENSE POW/MISSING PERSONNEL OFFICE  
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES

SUBJECT: 2013 Defense Civilian Intelligence Personnel System Pay Ranges

Attached are the approved Defense Civilian Intelligence Personnel System (DCIPS) pay ranges and rates for calendar year 2013. All DCIPS pay ranges and rates remain frozen at the 2012 levels with the exception of targeted local market supplements (TLMS) and National Security Agency (NSA) Tier 1 field adjustments for employees in non-foreign areas outside the contiguous United States. Presidential memorandum, "Letter from the President Regarding An Alternative Plan for Pay Increases for Civilian Federal Employees," dated August 21, 2012, provides for a 0.5 percent general pay increase after expiration of the continuing resolution. New DCIPS pay ranges will be published if the general pay increase goes into effect during 2013.

In accordance with the attached Under Secretary of Defense for Intelligence memorandum, dated November 29, 2010, non-foreign area TLMS rates and NSA Tier 1 field adjustments are being decreased in 2013. The "Phase-out Schedule for DCIPS Non-foreign Area Targeted Local Market Supplements" also attached, provides the projected TLMS and cost of living allowance rates for 2014 and 2015. The point of contact is Mr. Gary Cunningham who can be reached at (703) 602-8602 or [gary.cunningham@osd.mil](mailto:gary.cunningham@osd.mil).

  
Jessica L. Wright  
Acting Principal Deputy

Attachments:  
As stated

cc:  
Under Secretary of Defense for Intelligence