



UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

30 DEC 2010

INTELLIGENCE

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: 2011 Defense Civilian Intelligence Personnel System (DCIPS) Pay Rates and Adjustments

Attached are the approved 2011 DCIPS Pay Band Rate Ranges, Local Market Supplements (LMS), Targeted Local Market Supplements (TLMS), and NSA special rate schedules. The DCIPS pay bands and LMS rates continue to be directly linked to the General Schedule (GS) base pay rates and locality pay rates. In accordance with the Presidential Executive Order, "Adjustments of Certain Rates of Pay," dated December 22, 2010, these rates, as well as DCIPS TLMS rates for foreign areas are frozen at the 2010 levels.

The DCIPS TLMS rates for employees in non-foreign areas outside the contiguous United States (OCONUS) have been increased to offset the decrease in Cost-of-Living Allowances in accordance with the Non-foreign Area Retirement Equity Assurance Act of 2009.

These rates are effective January 2, 2011. My point of contact in the Human Capital Management Office is Mr. Gary Cunningham, 703-602-8602.


Thomas A. Ferguson
Acting (for)

Attachments:
As stated

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

