



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

JAN - 7 2007

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, NET ASSESSMENT  
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION  
DIRECTORS OF DEFENSE AGENCIES  
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: National Security Personnel System (NSPS) Compensation Architecture

Pursuant to 9901.321-9901.322 and 9901.332-9901.333 of title 5, Code of Federal Regulations (CFR), this memorandum adjusts the pay band rate ranges and local market supplements for NSPS in Attachments 1 and 2:

Attachment 1: Pay band rate ranges for the Standard, Scientific and Engineering, Medical, and Investigative and Protective Services Career Groups

Attachment 2: Standard local market supplements

The rate ranges at Attachment 1 include a 1.7 percent upward adjustment corresponding to the adjustment in the General Schedule (GS) rates for 2007. The standard local market supplements at Attachment 2 include an adjustment to match the GS locality pay percentages for 2007. The local market supplement areas for standard local market supplements at Attachment 2 are identical to the locality pay areas established by 5 CFR 531.603(b).

The rate ranges and local market supplements shown in Attachments 1-2 are effective January 7, 2007.

Attachments:  
As stated



# **ATTACHMENT 1**



**Department of Defense  
National Security Personnel System  
Worldwide Pay Table**



Schedule #2

Issue Date: 07 JAN 2007

<b>Standard Career Group</b>			
<b>PAY SCHEDULES</b>		<b>BASE SALARY (PER ANNUM)</b>	
<b>Professional/Analytical (YA)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$25,623	-	\$61,068
Pay Band 2	\$38,824	-	\$87,039
Pay Band 3	\$75,879	-	\$127,031
<b>Technician/Support (YB)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$16,630	-	\$37,130
Pay Band 2	\$31,740	-	\$55,580
Pay Band 3	\$46,974	-	\$73,194
<b>Supervisor/Manager (YC)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$31,740	-	\$61,068
Pay Band 2	\$56,301	-	\$107,991
Pay Band 3	\$79,115	-	\$127,031
<b>Student (YP)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$16,630	-	\$61,068

**Authority:** This schedule of minimum and maximum rates has been established under the authority of paragraphs 9901.321 and 9901.322 of title 5, Code of Federal Regulations.

[Standard Local Market Supplements](#)

[Target \(Occupation\) Local Market Supplement](#)

Effective Date: 7 January 2007  
Supersedes Schedule Issued: 28 April 2006



**Department of Defense  
National Security Personnel System  
Worldwide Pay Table**



Schedule #2

Issue Date: 07 JAN 2007

<b>Scientific and Engineering Career Group</b>			
<b>PAY SCHEDULES</b>	<b>BASE SALARY (PER ANNUM)</b>		
<b>Professional (YD)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$25,623	-	\$61,068
Pay Band 2	\$38,824	-	\$87,039
Pay Band 3	\$75,879	-	\$127,031
<b>Technician/Support (YE)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$16,630	-	\$37,130
Pay Band 2	\$31,740	-	\$55,580
Pay Band 3	\$46,974	-	\$73,194
Pay Band 4	\$63,809	-	\$87,039
<b>Supervisor/Manager (YF)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$31,740	-	\$61,068
Pay Band 2	\$56,301	-	\$107,991
Pay Band 3	\$75,879	-	\$127,031

**Authority:** This schedule of minimum and maximum rates has been established under the authority of paragraphs 9901.321 and 9901.322 of title 5, Code of Federal Regulations.

[Standard Local Market Supplements](#)

[Target \(Occupation\) Local Market Supplement](#)

Effective Date: 7 January 2007  
Supersedes Schedule Issued: 28 April 2006



**Department of Defense  
National Security Personnel System  
Worldwide Pay Table**



Schedule #2

Issue Date: 07 JAN 2007

<b>Medical Career Group</b>			
<b>PAY SCHEDULES</b>	<b>BASE SALARY (PER ANNUM)</b>		
<b>Physician/Dentist (YG)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 2	\$86,445	-	\$175,000
Pay Band 3	\$111,870	-	\$225,000
<b>Professional (YH)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$25,623	-	\$61,068
Pay Band 2	\$38,824	-	\$102,848
Pay Band 3	\$75,879	-	\$127,031
<b>Technician/Support (YI)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$16,630	-	\$37,130
Pay Band 2	\$31,740	-	\$55,580
Pay Band 3	\$46,974	-	\$73,194
<b>Supervisor/Manager (YJ)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$31,740	-	\$61,068
Pay Band 2	\$56,301	-	\$107,991
Pay Band 3	\$79,115	-	\$127,031
Pay Band 4	\$101,700	-	\$200,000

**Authority:** This schedule of minimum and maximum rates has been established under the authority of paragraphs 9901.321 and 9901.322 of title 5, Code of Federal Regulations.

[Standard Local Market Supplements](#)

[Target \(Occupation\) Local Market Supplement](#)

Effective Date: 7 January 2007  
Supersedes Schedule Issued: 28 April 2006



**Department of Defense  
National Security Personnel System  
Worldwide Pay Table**



Schedule #2

Issue Date: 07 JAN 2007

<b>Investigative and Protective Services</b>			
<b>PAY SCHEDULES</b>	<b>BASE SALARY (PER ANNUM)</b>		
<b>Investigative (YK)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$25,623	-	\$61,068
Pay Band 2	\$38,824	-	\$87,039
Pay Band 3	\$75,879	-	\$127,031
<b>Fire Protection (YL)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$16,630	-	\$37,130
Pay Band 2	\$31,740	-	\$55,580
Pay Band 3	\$46,974	-	\$73,194
Pay Band 4	\$63,809	-	\$102,848
<b>Police/Security Guard (YM)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$16,630	-	\$37,130
Pay Band 2	\$31,740	-	\$55,580
<b>Supervisor/Manager (YN)</b>	<b>Minimum</b>		<b>Maximum</b>
Pay Band 1	\$31,740	-	\$61,068
Pay Band 2	\$56,301	-	\$107,991
Pay Band 3	\$79,115	-	\$127,031

**Authority:** This schedule of minimum and maximum rates has been established under the authority of paragraphs 9901.321 and 9901.322 of title 5, Code of Federal Regulations.

[Standard Local Market Supplements](#)

[Target \(Occupation\) Local Market Supplement](#)

Effective Date: 7 January 2007  
Supersedes Schedule Issued: 28 April 2006

## **ATTACHMENT 2**

<b>Department of Defense National Security Personnel System</b>	
Schedule #2	
Area	Standard Local Market Supplement
Atlanta-Sandy Springs-Gainesville, GA-AL	15.89%
Boston-Worcester-Manchester, MA-NH-ME-RI	20.97%
Buffalo-Niagara-Cattaraugus, NY	14.15%
Chicago-Naperville-Michigan City, IL-IN-WI	21.79%
Cincinnati-Middletown-Wilmington, OH-KY-IN	17.38%
Cleveland-Akron-Elyria, OH	15.96%
Columbus-Marion-Chillicothe, OH	15.00%
Dallas-Fort Worth, TX	17.34%
Dayton-Springfield-Greenville, OH	14.27%
Denver-Aurora-Boulder, CO	20.02%
Detroit-Warren-Flint, MI	21.53%
Hartford-West Hartford-Willimantic, CT-MA	22.44%
Houston-Baytown-Huntsville, TX	26.65%
Huntsville-Decatur, AL	13.60%
Indianapolis-Anderson-Columbus, IN	13.00%
Los Angeles-Long Beach-Riverside, CA	24.03%
Miami-Fort Lauderdale-Miami Beach, FL	18.30%
Milwaukee-Racine-Waukesha, WI	15.54%
Minneapolis-St. Paul-St. Cloud, MN-WI	18.17%
New York-Newark-Bridgeport, NY-NJ-CT-PA	24.57%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	18.85%
Phoenix-Mesa-Scottsdale, AZ	13.22%
Pittsburgh-New Castle, PA	14.16%

Portland-Vancouver-Beaverton, OR-WA	17.63%
Raleigh-Durham-Cary, NC	16.18%
Richmond, VA	14.41%
Sacramento--Arden-Arcade--Truckee, CA-NV	18.99%
San Diego-Carlsbad-San Marcos, CA	20.34%
San Jose-San Francisco-Oakland, CA	30.33%
Seattle-Tacoma-Olympia, WA	18.58%
Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV	18.59%
Rest of U.S.	12.64%

**AUTHORITY:** THESE LOCAL MARKET SUPPLEMENTS HAVE BEEN ESTABLISHED UNDER THE AUTHORITY OF PARAGRAPHS 9901.332 AND 9901.333 OF TITLE 5, CODE OF FEDERAL REGULATIONS.

ADJUSTED SALARY (BASE SALARY + LMS) MAY NOT EXCEED \$152,670 (REFERENCE: SC1930.8.1.2.1.4.).

THESE LOCAL MARKET SUPPLEMENTS DO NOT APPLY TO EMPLOYEES IN THE PHYSICIAN/DENTIST (YG) PAY SCHEDULE, OR TO SUPERVISORS OR MANAGERS IN PAY BAND 4 OF THE SUPERVISOR/MANAGER (YJ) PAY SCHEDULE, MEDICAL CAREER GROUP.

**Effective Date: 7 January 2007**