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DEPARTMENT OF THE ARMY

DEPUTY CHIEF OF STAFF, G-2
1000 ARMY PENTAGON
WASHINGTON, DC 20310-1000

DAMI-CP (690)

28 JUL 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of Approved Targeted Local Market Supplement for Certain Science, Technology, Engineering, Mathematics (STEM), and Cyber Positions within the Army Defense Civilian Intelligence Personnel System

1. References:

a. Under Secretary of Defense for Personnel and Readiness (USD(P&R)) memorandum (Request for Approval of the Defense Civilian Intelligence Personnel System Targeted Local Market Supplement for Certain Science, Technology, Engineering, Mathematics, and Cyber Positions), 10 May 2023 (enclosure 1)

b. Under Secretary of Defense for Intelligence and Security (USD(I&S)) memorandum (Approval of and Implementation of New Defense Civilian Intelligence Personnel System Targeted Local Market Supplement for Selected Science, Technology, Engineering, Math /Cyber Work Roles), 15 June 2023 (enclosure 2)

c. Department of Defense Instruction 1400.25, Volume 2006 (Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration)

d. Under Secretary of Defense for Intelligence and Security (USD(I&S)) Conversion and Appointment procedures for Defense Civilian Intelligence Personnel System (DCIPS) STEM/Cyber Targeted Local Market Supplement (enclosure 3)

e. Under Secretary of Defense for Intelligence and Security (USD(I&S)) Defense Civilian Intelligence Personnel System (DCIPS) Enterprise STEM/Cyber Targeted Local Market Supplement Overview and Frequently Asked Questions (enclosure 4)

2. The Department of Army will implement the new Targeted Local Market Supplement (TLMS) for certain DCIPS STEM and Cyber positions. The effective date for Army's implementation will be the first pay period following the approval of this memorandum or as soon as practicable thereafter.

3. Commands and organizations will validate that position descriptions for occupational series and work roles in reference 1a are accurate and reflect the required duties of the position. Further, employees assigned to these position descriptions

UNCLASSIFIED

DAMI-CP (690)

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should already meet qualification standards and eligibility requirements. Commands and organizations will also determine eligible personnel for TLMS and coordinate with the servicing Civilian Personnel Advisory Center (CPAC) for the conversion of personnel to the new pay rates and for the update of coding on position descriptions and in the Defense Civilian Personnel Data System.

4. In accordance with the eligibility requirements in the DCIPS STEM/Cyber TLMS Covered Work Roles/ Occupations Table in reference 1a, commands and organizations are authorized to use the new pay rates for the following categories:

a. New appointments into DCIPS STEM/Cyber positions from external (non-federal) sources. For employees in occupational series 0132 (Intelligence) and 2210 (Information/Cyber Technology), refer to para 4.d and e, respectively. Employee pay will be set to the new rates upon date of Entry on Duty.

b. Current permanent Federal employees transferring to DCIPS STEM/Cyber positions. For employees in occupational series 0132 and 2210, refer to para 4.d and e, respectively. Employee pay will be set to the new pay rates upon the effective date of assignment into the new position.

c. Current employees assigned to DCIPS STEM/Cyber positions. For employees in occupational series 0132 and 2210, refer to para 4.d and e, respectively. The effective date of pay will be as soon as practicable thereafter.

d. Current employees assigned to 0132 positions performing a Science and Technology Analysis Work Role and possessing a degree in engineering, physical science, and mathematics from an accredited academic institution. The effective date of pay will be as soon as practicable after the validation of the degree and work role assignment and duties on position description.

e. Current employees assigned to 2210 positions performing one of the identified Defense Cyber Workforce Framework (DCWF) work roles. The effective date of pay will be as soon as practicable after the validation of the work role assignment and performance of duties.

f. Supervisors assigned to STEM/Cyber positions performing STEM or related work, associated education requirements and as documented on the position description. The effective date of pay will be based on the categories as listed in a. thru e. of this paragraph.

g. Employees currently on the Cyber TLMS for DCWF Work Roles approved in December 2022 shall stay aligned to that pay rate.

UNCLASSIFIED

DAMI-CP (690)

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5. Each Command and organization with DCIPS personnel assigned to or eligible for STEM/Cyber TLMS will:

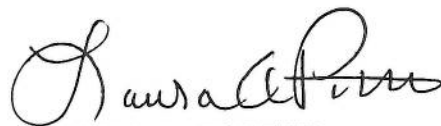
a. Provide the name and contact information of your representative responsible for managing implementation and conversion actions to my point of contact in para 7 by 4 August 2023.

b. Identify your eligible personnel and coordinate with your servicing CPAC to align employee pay rates to the new TLMS.

c. Carefully follow the enclosed conversion guidance to identify eligible population to mitigate accidental omissions, erroneous pay adjustments and over payments.

6. Commands and organizations will track all actions for employees on the new DCIPS STEM/Cyber TLMS. The ODCS G-2 Intelligence Personnel Management Office (IPMO) will provide additional detailed implementation guidance and templates for reporting. The USD(I&S) is updating the Covered Work Roles/ Occupations Table provided in reference 1a and modifying their Frequently Asked Questions (FAQs). We will provide those updates as they become available. Soon, G-2 IPMO will conduct an informational session with your representatives to assist you in implementing this new authority.

7. My point of contact for this memorandum is Mr. Mark Johnson, DAMI-CP, available at (703) 695-3689 or mark.a.johnson18.civ@army.mil.



LAURA A. POTTER
Lieutenant General, GS
Deputy Chief of Staff, G-2

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