



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

DAMI-CP (690)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Authorization of a Targeted Local Market Supplement for Army Defense Civilian Intelligence Personnel System Personnel in Certain Work Roles

1. References:

a. Under Secretary of Defense for Personnel and Readiness (USD(P&R)) memorandum (Approval of Targeted Local Market Supplement for Certain U.S. Army Civilian Work Roles Covered by the Defense Civilian Intelligence Personnel System), 13 December 2022 (enclosed)

b. Department of Defense Instruction 1400.25, Volume 2006 (Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration), 3 March 2012 (Incorporating Change 3, 6 July 2020)

2. This memorandum serves as notification that the Office of the Under Secretary for Defense for Personnel and Readiness (USD(P&R)) has approved a Targeted Local Market Supplement (TLMS) for Defense Civilian Intelligence Personnel System (DCIPS) personnel assigned to the 780th Military Intelligence Brigade, Army Intelligence and Security Command (INSCOM). This TLMS applies to Army Civilian personnel performing duties in the Defense Cyber Workforce Framework related work roles. These work roles include 321 (Access Network Operator), 322 (Interactive Operator), 121 (Exploitation Analyst), and 621 (Capabilities Development Specialist).

3. When labor market conditions warrant, the Under Secretary of Defense for Intelligence and Security (USD(I&S)), in conjunction with the USD(P&R), may establish new DCIPS base compensation rate ranges applicable to specific components, locations, occupational groups, or specialties. To implement the new pay rates of this TLMS, Army INSCOM will transition all DCIPS personnel in the identified cyber work roles to the new TLMS effective the first day of the first pay period beginning on or after 13 December 2022.

4. Eligible personnel will be notified of this change to their pay as soon as practical. Employees on DCIPS indefinite pay retention will remain on pay retention unless the employee's basic pay falls within the base pay ranges of the new rate range plus the applicable TLMS. In this case, the compensation administration guidelines for an employee not on pay retention will apply.

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5. Personnel positions description will be coded to ensure the proper implementation of the new pay rates in the Defense Civilian Personnel Data System. INSCOM will conduct an ongoing review of the effectiveness of the new base compensation structure and indicators for phasing the new structure into the core DCIPS framework or across other occupations as conditions warrant.

6. My point of contact for this memorandum is Mr. Mark Johnson, (703) 695-3689, mark.a.johnson18.civ@army.mil.

Encl

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

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SUBJECT: Authorization of a Targeted Local Market Supplement for Army Defense
Civilian Intelligence Personnel System Personnel in Certain Work Roles

DISTRIBUTION: (CONT)

Director, U.S. Army Civilian Human Resources Agency

CF:

Director of Business Transformation

Commander, Eighth Army

Joint Interagency Taskforce South



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

DEC 13 2022

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE AND
SECURITY

SUBJECT: Approval of Targeted Local Market Supplement for Certain U.S. Army Civilian
Work Roles Covered by the Defense Civilian Intelligence Personnel System

I approve the Targeted Local Market Supplement (TLMS) for employees covered by the
Defense Civilian Intelligence Personnel System and assigned to certain work roles in the United
States Army 780th Military Intelligence Brigade. The attached TLMS schedule and location
coverage are approved for the work roles as identified, and will be effective the first day of the
first pay period beginning on or after the date of this memorandum. My point of contact for this
action is Mr. Gary Kistner at gary.w.kistner.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", written in a cursive style.

Gilbert R. Cisneros, Jr.

Attachment:
As stated

Defense Civilian Intelligence Personnel System (DCIPS) Targeted Local Market Supplement

DCWF Primary Work Roles: 321 (Access Network Operator); 322 (Interactive Operator); 121 (Exploitation Analyst); 621 (Capabilities Development Specialist)

Department of the Army, INSCOM, 780th MI Brigade

Grade	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	step12	Supplement
7	\$ 75,851	\$ 78,378	\$ 80,906	\$ 83,433	\$ 85,961	\$ 88,488	\$ 91,016	\$ 93,543	\$ 96,071	\$ 98,599	\$ 101,126	\$ 103,654	97%
8	\$ 81,444	\$ 84,158	\$ 86,873	\$ 89,587	\$ 92,301	\$ 95,015	\$ 97,729	\$ 100,443	\$103,157	\$ 105,871	\$ 108,585	\$ 111,300	91%
9	\$ 88,071	\$ 91,007	\$ 93,943	\$ 96,879	\$ 99,815	\$102,751	\$ 105,687	\$ 108,623	\$111,559	\$ 114,494	\$ 117,430	\$ 120,366	87%
10	\$ 92,318	\$ 95,396	\$ 98,473	\$ 101,551	\$104,628	\$107,706	\$ 110,784	\$ 113,861	\$116,939	\$ 120,017	\$ 123,094	\$ 126,172	78%
11	\$ 97,441	\$ 100,688	\$ 103,936	\$ 107,183	\$110,430	\$113,677	\$ 116,925	\$ 120,172	\$123,419	\$ 126,667	\$ 129,914	\$ 133,161	71%
12	\$ 109,961	\$ 113,627	\$ 117,293	\$ 120,959	\$124,625	\$128,291	\$ 131,957	\$ 135,623	\$139,289	\$ 142,955	\$ 146,621	\$ 150,287	61%
13	\$ 130,758	\$ 135,116	\$ 139,474	\$ 143,833	\$148,191	\$152,549	\$ 156,907	\$ 161,266	\$165,624	\$ 169,982	\$ 174,340	\$ 176,300	61%
14	\$ 150,678	\$ 155,700	\$ 160,722	\$ 165,745	\$170,767	\$175,790	\$ 176,300	\$ 176,300	\$176,300	\$ 176,300	\$ 176,300	\$ 176,300	57%
15	\$ 176,300	\$ 176,300	\$ 176,300	\$ 176,300	\$176,300	\$176,300	\$ 176,300	\$ 176,300	\$176,300	\$ 176,300	\$ 176,300	\$ 176,300	57%