



INTELLIGENCE
AND SECURITY

UNDER SECRETARY OF DEFENSE

5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

JUN 15 2023

MEMORANDUM FOR SECRETARY OF THE AIR FORCE
SECRETARY OF THE ARMY
SECRETARY OF NAVY
DIRECTOR OF ADMINISTRATION AND MANAGEMENT
DIRECTOR, DEFENSE COUNTERINTELLIGENCE AND
SECURITY AGENCY
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY/CHIEF,
CRYPTOLOGIC SECURITY SERVICE

SUBJECT: Approval of and Implementation of New Defense Civilian Intelligence Personnel System Targeted Local Market Supplement for Selected Science, Technology, Engineering, Math /Cyber Work Roles

On May 10, 2023, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) approved our new Targeted Local Market Supplement (TLMS) for selected Defense Civilian Intelligence Personnel System (DCIPS) Science, Technology, Engineering, Math (STEM) and Cyber work roles. The rate structure and coverage are attached to the USD(P&R) approval memo (TAB A). The effective date of the new schedule will be the beginning of the first pay period following signature, or as soon as practicable thereafter.

The new TLMS schedule can be immediately applied to employees hired on or after the implementation date. However, we have prescribed special conversion procedures for placing current employees onto the new schedule and are included in TAB B. The procedures take into account components who have used flexibilities available under our DCIPS authorities to extend competitive salaries by offering advanced grades and steps not aligned with current qualification standards. Employees whose rates are reconstructed through evaluation against the new TLMS qualification standards will have their new rate of pay effected at the beginning of the first pay period following acceptance of the conversion offer. In no case will an employee be placed at a salary lower than his/her current salary. My point of contact for this action will be Ms. Christine Juda. She can be reached at 703-692-3765, or email: christine.m.juda.civ@mail.mil.


Ronald S. Moultrie

Attachments:

TAB A - USD(P&R) Approval Memo with Attachments
TAB B - STEM TLMS Conversion Procedures.