



PERSONNEL AND
READINESS

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

DEC 11 2023

**MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE AND
SECURITY**

SUBJECT: Approval of Revised Defense Civilian Intelligence Personnel System Targeted
Local Market Supplements to Extend Coverage for Certain Science, Technology,
Engineering, Mathematics, and Cyber Positions

I approve the revised Targeted Local Market Supplements (TLMS) for certain science, technology, engineering, mathematics, and cyber positions within the Defense Civilian Intelligence Personnel System. The attached TLMS schedule and details of the positions included for coverage are approved and will be effective the first pay period beginning on or after the date of this memorandum. Extending the TLMS rates to these additional occupations will ensure proper pay equity for similar positions and help maintain healthy staffing levels necessary to meet mission requirements within the Defense Civilian Intelligence Personnel System.

My point of contact for this action is Mr. Gary Kistner at (703) 801-7353 or gary.w.kistner.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Ashish Vazirani", is positioned above the printed name.

Ashish S. Vazirani
Acting

Attachment:
As stated

**Defense Intelligence Civilian Intelligence Personnel System (DCIPS)
Enterprise STEM/Cyber Targeted Local Market Supplement (Graded Components)
Covered Work Roles/Occupations**

Occupational Series	Occupational Series Description	Work Role
0132	Intelligence	Science and Technology Analysis* *Requires scientific or engineering degree
0401	General Biological Sciences*	Supporting select S&TI missions or research* *i.e. biological warfare
0801	General Engineering	All
0803	Safety Engineering	All
0804	Fire Protection Engineering	All
0806	Materials Engineering	All
0808	Architecture	All
0810	Civil Engineering	All
0819	Environmental Engineering	All
0830	Mechanical Engineering	All
0840	Nuclear Engineering	All
0850	Electrical Engineering	All
0854	Computer Engineering	All
0855	Electronics Engineering	All
0858	Bioengineering and Biomedical engineering	All
0861	Aerospace Engineering	All
0893	Chemical Engineering	All
0896	Industrial Engineering	All
NSA Only	Computational Linguist	All
NSA Only	Scientific Linguist	All
1301	Physical Scientists - General	All
1310	Physicist	All
1320	Chemist	All
1340	Meteorology	Supporting select S&TI missions or research*
1501	Mathematics/Statistics - General	All
1515	Operations Research	All
1520	Mathematics	All
1530	Statistics	All
1550	Computer Science	All
1560	Data Science	All
2210*	Information/Cyber Technology	DCWF 321 Exploitation Analyst (Not Certified) DCWF 322 Interactive Operator (Not Certified) DCWF 511 Cyber Defense Analyst DCWF 531 Cyber Defense Incident Responder DCWF 541 Vulnerability Assessment Analyst DCWF 621 Software Developer DCWF 622 Secure Software Assessor DCWF 671 Systems Test and Evaluation Specialist DCWF 441 Network Operations Specialist/Network Manager DCWF 631 Information Systems Security Developer/Technology Security Designer DCWF 632 /Systems Developer DCWF 461 Systems Security Analyst/Computer Systems Security Manager DCWF 651 Enterprise Architect DCWF 652 Information Systems Security Developer/Security Architect DCWF 661 Research Development Specialist/Cryptographic Security Designer DCWF 802 Software/Hardware Project Manager

*Included by DCWF Cyber Work Role Only

FY2023 TARGETED LOCAL MARKET SUPPLEMENT FOR DCIPS STEM/CYBER WORK ROLES Effective DD MMM YYYY	
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Effective DD MMM YYYY

Covers STEM & Cyber Work Roles (see page 2 for position coverage)	
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