

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON WASHINGTON, D.C. 20301-4000

DEC 1 1 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.

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 |
|--|--|--|
| | | Science and Technology Analysis* |
| 0422 | lake III as a see | *Requires scientific or engineering degree |
| 0132 | Intelligence | |
| | | Supporting select S&TI missions or research* |
| 0401 | General Biological Sciences* | *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 Linquist Scientific Linquist | All |
| NSA Only 1301 | | All |
| 1310 | Physical Scientists - General 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 |
| | | 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 |
| 2210 [*] | | DCWF 661 Research Development Specialist/Cryptographic |
| *Included by DCWF Cyber Work Role Only | Information/Cyber Technology | Security Designer DCWF 802 Software/Hardware Project Manager |
| | mornation/ cyber realliology | Dever 502 301 twate/ Hardware Fluject (Vialiage) |

FY2023 TARGETED LOCAL MARKET SUPPLEMENT FOR DCIPS STEM/CYBER WORK ROLES

Effective DD MMM YYYY

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

| GRADE | S | STEP 1 STEP 2 | | STEP 3 | | STEP 4 | | STEP 5 | | STEP 6 | | STEP 7 | | STEP 8 | | STEP 9 | | STEP 10 | | STEP 11 | | STEP 12 | | Supplement | |
|--------------|----|---------------|----|---------|----|---------|----|---------|----|---------|----|---------|----|---------|----|---------|----|---------|----|---------|----|---------|----|------------|--------|
| GG-07 | \$ | 76,156 | \$ | 78,694 | \$ | 81,233 | \$ | 83,771 | \$ | 86,309 | \$ | 88,848 | \$ | 91,386 | \$ | 93,925 | \$ | 96,463 | \$ | 99,001 | \$ | 101,540 | \$ | 104,078 | 90% |
| GG-08 | \$ | 82,120 | \$ | 84,858 | \$ | 87,596 | \$ | 90,334 | \$ | 93,072 | \$ | 95,810 | \$ | 98,548 | \$ | 101,286 | \$ | 104,024 | \$ | 106,762 | \$ | 109,500 | \$ | 112,238 | 85% |
| GG-09 | \$ | 88,250 | \$ | 91,192 | \$ | 94,133 | \$ | 97,074 | \$ | 100,015 | \$ | 102,956 | \$ | 105,898 | \$ | 108,839 | \$ | 111,780 | \$ | 114,721 | \$ | 117,662 | \$ | 120,604 | 80% |
| GG-10 | \$ | 92,863 | \$ | 95,959 | \$ | 99,055 | \$ | 102,151 | \$ | 105,247 | \$ | 108,343 | \$ | 111,439 | \$ | 114,535 | \$ | 117,631 | \$ | 120,727 | \$ | 123,823 | \$ | 126,919 | 72% |
| GG-11 | \$ | 97,876 | \$ | 101,138 | \$ | 104,400 | \$ | 107,663 | \$ | 110,925 | \$ | 114,187 | \$ | 117,449 | \$ | 120,711 | \$ | 123,973 | \$ | 127,235 | \$ | 130,497 | \$ | 133,759 | 65% |
| GG-12 | \$ | 109,492 | \$ | 113,142 | \$ | 116,792 | \$ | 120,442 | \$ | 124,092 | \$ | 127,741 | \$ | 131,391 | \$ | 135,041 | \$ | 138,691 | \$ | 142,341 | \$ | 145,990 | \$ | 149,640 | 54% |
| GG-13 | \$ | 123,437 | \$ | 127,551 | \$ | 131,666 | \$ | 135,780 | \$ | 139,894 | \$ | 144,009 | \$ | 148,123 | \$ | 152,237 | \$ | 156,351 | \$ | 160,466 | \$ | 164,580 | \$ | 168,694 | 46% |
| GG-14 | \$ | 137,873 | \$ | 142,468 | \$ | 147,064 | \$ | 151,659 | \$ | 156,255 | \$ | 160,850 | \$ | 165,445 | \$ | 170,041 | \$ | 174,636 | \$ | 179,232 | \$ | 183,500 | \$ | 183,500 | 38% |
| GG-15 | \$ | 155,700 | \$ | 160,889 | \$ | 166,079 | \$ | 171,268 | \$ | 176,458 | \$ | 181,648 | \$ | 183,500 | \$ | 183,500 | \$ | 183,500 | \$ | 183,500 | \$ | 183,500 | \$ | 183,500 | 32.49% |