



PERSONNEL AND
READINESS

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

JAN 17 2025

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE AND
SECURITY

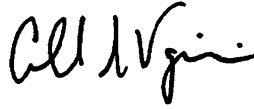
SUBJECT: Rate Increase in Targeted Local Market Supplement for Selected Cyber Work Roles

This memorandum approves the requested 9 percent supplement increase for the attached cyber work roles covered by the Targeted Local Market Supplements (TLMS) programs of both the Defense Civilian Intelligence Personnel System (DCIPS) and Cyber Excepted Service (CES). To maintain incentive eligibility, DCIPS personnel must qualify under National Security Agency standards. CES personnel will qualify under standards set by Department of Defense Manual 8140.03, "Cyberspace Workforce Qualification and Management Program," February 15, 2023. This memorandum also approves the creation of the new DCIPS TLMS schedule to cover additional Service Intelligence Defense by 9 percent and implement a new TLMS schedule to cover additional Service Intelligence Components that have comparable cyber operations work aligned to positions covered by DCIPS authorities. The equal increase to the two programs will maintain pay parity within the Department and better align the Department's salaries supporting critical cyber capabilities to those offered in the labor market.

The requested supplement increase to the existing CES TLMS and DCIPS TLMS schedules and the new TLMS for Service Intelligence Components are approved and will be effective the first pay period beginning on or after the date of this memorandum, or as soon as practical. To maintain consistency and equity, the Under Secretary of Defense for Intelligence and Security may add additional Service Intelligence Components to the Selected Cyber Work Role TLMS DCIPS schedule based on Components demonstrating that the work performed is analogous to the covered work roles and incumbents meet the same rigid qualifications standards as the National Security Agency (NSA) and are serving in positions covered by DCIPS.

The TLMS pay rates will automatically be adjusted in accordance with Paragraph 4.h. of Enclosure 3 to Department of Defense Instruction (DoDI) 1400.25, Volume 2006, "DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Compensation Administration," March 3, 2012, as amended; and Paragraph 3.4.f. of DoDI 1400.25, Volume 3006, "DoD Civilian Personnel System: Cyber Excepted Service Compensation Administration," August 15, 2017, as amended. Components are responsible for budgeting for any additional costs. The TLMS will be subject to your biennial review, in coordination with the Chief Information Officer of the Department of Defense, to confirm the rates are appropriate to meet mission requirements. This information, along with staffing data, is to be shared with my office as requested.

My POC for this action is Ms. Christine Juda at (703) 692-3765 or christine.m.juda.civ@mail.mil.



Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Attachments:

1. 2024 TLMS NSA Selected Cyber Work Roles
2. 2024 CES TLMS Selected Cyber Work Roles
3. 2024 TLMS Service Intelligence Component Selected Cyber Work Roles

cc:

Chief Information Officer
of the Department of Defense

Attachment

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Salary Cap = Executive Level IV set under authority 50 U.S.C. § 3049a for 2024, \$191,900

[illegible]