



DEPARTMENT OF DEFENSE  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

JAN 27 2020

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Feb 06, 2020

Department of Defense  
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2020 Department of Defense Cyber Excepted Service Pay Rates

- References: (a) Section 1599f of Title 10, United States Code  
(b) Department of Defense Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," dated August 15, 2017  
(c) Executive Order 13901, "Adjustment of Certain Rates of Pay," dated December 26, 2019

In accordance with the personnel authorities established in references (a) and (b), the 2020 pay rates for the Department of Defense (DoD) Cyber Excepted Service (CES) Personnel System have been established in the attached document. The rates have been adjusted to be consistent with the General Schedule (GS) base pay table and locality percentages to ensure consistency among the DoD's cyber competitive service GS and CES workforces. The attached CES General Government grade ranges reflect the rates authorized by the President for 2020 in reference (c), and the CES Local Market Supplement (LMS) percentages correspond to the 2020 Federal locality pay area percentages in accordance with 3.3.b of reference (b). All rates are limited by the Executive Level IV rate of \$170,800.

In the absence of established Targeted LMS (TLMS) for CES, the usage of the calendar year 2020 Special Rate Tables established by the Office of Personnel Management may continue, as appropriate, for CES positions in accordance with section 3.4 of reference (b). DoD Components with CES positions assigned to foreign locations are authorized to pay a common TLMS tied to the Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV LMS in accordance with section 3.4 of reference (b).

The effective date for these changes is January 5, 2020, the first day of the first applicable pay period beginning on or after January 1, 2020, per reference (c).

My point of contact for this matter is Walter Spears, who may be reached at 703-697-5627 or [walter.a.spears.civ@mail.mil](mailto:walter.a.spears.civ@mail.mil).

  
Michelle LoweSolis  
Director

Attachment:  
As stated

20-S-0754

cc:

Chief Information Officer of the Department of Defense  
Deputy Assistant Secretary of Defense for Civilian Personnel Policy  
Director of Human Capital Management Office, Office of the Under Secretary of Defense for  
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**Department of Defense  
Cyber Excepted Service (CES) Personnel System  
GG Grade Ranges for 2020**

Standard GG Range											Extended Range Permitted for CES	
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
GG-1	\$ 19,543	\$ 20,198	\$ 20,848	\$ 21,494	\$ 22,144	\$ 22,524	\$ 23,166	\$ 23,814	\$ 23,840	\$ 24,448	\$ 25,091	\$ 25,734
GG-2	\$ 21,974	\$ 22,497	\$ 23,225	\$ 23,840	\$ 24,108	\$ 24,817	\$ 25,526	\$ 26,235	\$ 26,944	\$ 27,653	\$ 28,362	\$ 29,071
GG-3	\$ 23,976	\$ 24,775	\$ 25,574	\$ 26,373	\$ 27,172	\$ 27,971	\$ 28,770	\$ 29,569	\$ 30,368	\$ 31,167	\$ 31,966	\$ 32,765
GG-4	\$ 26,915	\$ 27,812	\$ 28,709	\$ 29,606	\$ 30,503	\$ 31,400	\$ 32,297	\$ 33,194	\$ 34,091	\$ 34,988	\$ 35,885	\$ 36,782
GG-5	\$ 30,113	\$ 31,117	\$ 32,121	\$ 33,125	\$ 34,129	\$ 35,133	\$ 36,137	\$ 37,141	\$ 38,145	\$ 39,149	\$ 40,153	\$ 41,157
GG-6	\$ 33,567	\$ 34,686	\$ 35,805	\$ 36,924	\$ 38,043	\$ 39,162	\$ 40,281	\$ 41,400	\$ 42,519	\$ 43,638	\$ 44,757	\$ 45,876
GG-7	\$ 37,301	\$ 38,544	\$ 39,787	\$ 41,030	\$ 42,273	\$ 43,516	\$ 44,759	\$ 46,002	\$ 47,245	\$ 48,488	\$ 49,731	\$ 50,974
GG-8	\$ 41,310	\$ 42,687	\$ 44,064	\$ 45,441	\$ 46,818	\$ 48,195	\$ 49,572	\$ 50,949	\$ 52,326	\$ 53,703	\$ 55,080	\$ 56,457
GG-9	\$ 45,627	\$ 47,148	\$ 48,669	\$ 50,190	\$ 51,711	\$ 53,232	\$ 54,753	\$ 56,274	\$ 57,795	\$ 59,316	\$ 60,837	\$ 62,358
GG-10	\$ 50,246	\$ 51,921	\$ 53,596	\$ 55,271	\$ 56,946	\$ 58,621	\$ 60,296	\$ 61,971	\$ 63,646	\$ 65,321	\$ 66,996	\$ 68,671
GG-11	\$ 55,204	\$ 57,044	\$ 58,884	\$ 60,724	\$ 62,564	\$ 64,404	\$ 66,244	\$ 68,084	\$ 69,924	\$ 71,764	\$ 73,604	\$ 75,444
GG-12	\$ 66,167	\$ 68,373	\$ 70,579	\$ 72,785	\$ 74,991	\$ 77,197	\$ 79,403	\$ 81,609	\$ 83,815	\$ 86,021	\$ 88,227	\$ 90,433
GG-13	\$ 78,681	\$ 81,304	\$ 83,927	\$ 86,550	\$ 89,173	\$ 91,796	\$ 94,419	\$ 97,042	\$ 99,665	\$ 102,288	\$ 104,911	\$ 107,534
GG-14	\$ 92,977	\$ 96,076	\$ 99,175	\$ 102,274	\$ 105,373	\$ 108,472	\$ 111,571	\$ 114,670	\$ 117,769	\$ 120,868	\$ 123,967	\$ 127,066
GG-15	\$ 109,366	\$ 113,012	\$ 116,658	\$ 120,304	\$ 123,950	\$ 127,596	\$ 131,242	\$ 134,888	\$ 138,534	\$ 142,180	\$ 145,826	\$ 149,472

**AUTHORITY:** CES grade rate ranges are authorized in accordance with DoDI 1400.25, Volume 3006, “DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration,” August 15, 2017.

\*The extended range is available to employees through appointments, promotions, and awards recognition as set forth in DoDI 1400.25, Volume 3006. The extended range is not accessible through longevity-based-within-grade-increases.

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**Effective Date: January 5, 2020**

Attachment

**Department of Defense  
Cyber Excepted Service (CES) Personnel System**

**Local Market Supplement (LMS) Rates for 2020**

Area (OPM Localities)	Local Market Supplement (LMS) Rate
Alaska	29.67%
Albany-Schenectady, NY	17.88%
Albuquerque-Santa Fe-Las Vegas, NM	16.68%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	22.16%
Austin-Round Rock, TX	18.17%
Birmingham-Hoover-Talladega, AL	16.26%
Boston-Worcester-Providence, MA-RI-NH-ME	29.11%
Buffalo-Cheektowaga, NY	20.20%
Burlington-South Burlington, VT	16.89%
Charlotte-Concord, NC-SC	17.44%
Chicago-Naperville, IL-IN-WI	28.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.55%
Cleveland-Akron-Canton, OH	20.82%
Colorado Springs, CO	17.78%
Columbus-Marion-Zanesville, OH	20.02%
Corpus Christi-Kingsville-Alice, TX	16.56%
Dallas-Fort Worth, TX-OK	24.98%
Davenport-Moline, IA-IL	17.04%
Dayton-Springfield-Sidney, OH	19.18%
Denver-Aurora, CO	27.13%
Detroit-Warren-Ann Arbor, MI	27.32%
Harrisburg-Lebanon, PA	17.20%
Hartford-West Hartford, CT-MA	29.49%
Hawaii	19.56%
Houston-The Woodlands, TX	33.32%
Huntsville-Decatur-Albertville, AL	19.85%
Indianapolis-Carmel-Muncie, IN	16.92%
Kansas City-Overland Park-Kansas City, MO-KS	17.13%
Laredo, TX	18.88%
Las Vegas-Henderson, NV-AZ	17.68%
Los Angeles-Long Beach, CA	32.41%

Attachment

(Continuation)	
<b>Local Market Supplement (LMS) Rates for 2020</b>	
Miami-Fort Lauderdale-Port St. Lucie, FL	23.51%
Milwaukee-Racine-Waukesha, WI	20.96%
Minneapolis-St. Paul, MN-WI	24.66%
New York-Newark, NY-NJ-CT-PA	33.98%
Omaha-Council Bluffs-Fremont, NE-IA	16.33%
Palm Bay-Melbourne-Titusville, FL	16.73%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	26.04%
Phoenix-Mesa-Scottsdale, AZ	20.12%
Pittsburgh-New Castle-Weirton, PA-OH-WV	19.40%
Portland-Vancouver-Salem, OR-WA	23.74%
Raleigh-Durham-Chapel Hill, NC	20.49%
Richmond, VA	19.95%
Sacramento-Roseville, CA-NV	26.37%
San Antonio-New Braunfels-Pearsall, TX	16.77%
San Diego-Carlsbad, CA	29.77%
San Jose-San Francisco-Oakland, CA	41.44%
Seattle-Tacoma, WA	27.02%
St. Louis-St. Charles-Farmington, MO-IL	17.65%
Tucson-Nogales, AZ	17.19%
Virginia Beach-Norfolk, VA-NC	16.51%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	30.48%
Rest of U.S. (including Guam and Puerto Rico)	15.95%
Note: The 2020 market supplement replaces the 2019 market supplement. It is not paid in addition to or on top of the 2019 market supplement.	

**Source** <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2020/saltbl.pdf>

**AUTHORITY:** CES local market supplement rates are authorized in accordance with DoDI 1400.25-V3006, “DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration,” August 15, 2017.

CES adjusted basic pay (Base Pay + LMS or Special Rate or TLMS) may not exceed the Executive Level IV rate of \$170,800

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