



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

CLEARED
For Open Publication

10
Feb 18, 2021

Department of Defense
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2021 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," August 15, 2017."
(c) Executive Order 2021-13970 (2021 Pay Adjustments)
(d) "New Cyber Excepted Service Targeted Local Market Supplement for Positions in Cyber Excepted Service Personnel System" – TLMS Approval Memo
(e) OPM - 2021 General Schedule (GS) Locality Pay Tables

In accordance with the personnel authorities in references (a) and (b), the 2021 pay rates for the Department of Defense (DoD) Cyber Excepted Service (CES) are attached. The rates have been adjusted to ensure consistency among the DoD's GS and CES cyber workforces. The attached CES grade ranges reflect the increase authorized by the President in reference (c) and the USD(P&R) approved Cyber Excepted Service Targeted Local Market Supplement rates established in reference (d). In addition, the CES Local Market Supplement percentages correspond to the 2021 Federal locality pay percentages in accordance with 3.3.b of reference (b). All rates are limited by the Executive Level IV rate of \$172,500.

In the absence of established Targeted Local Market Supplements for the CES, the usage of the calendar year 2021 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). For CES employees stationed in foreign locations, DoD Components are authorized to pay the Local Market Supplement aligned with the Washington-Baltimore-Arlington locality rate, or another established DoD or Component-specific Targeted Local Market Supplement that has been approved by DoD CIO and USD(P&R) per section 3.4 of reference (b).

The effective date for these changes is January 3, 2021, the first day of the first applicable pay period beginning on or after January 1, 2021, per reference (b).

My point of contact for this matter is Walter Spears at (703) 697-5627 or walter.a.spears.civ@mail.mil.

Michelle LoweSolis
Director

DOPSR Case 21-
S-0993

Attachment:
As stated

cc:
Office of the DoD Chief Information Officer (DoD CIO)
Deputy Assistant Secretary of Defense for Civilian Personnel Policy
Under Secretary of Defense for Intelligence, Director of Human Capital Management Office

DISTRIBUTION: ASSISTANT G-1 FOR CIVILIAN PERSONNEL POLICY
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**Department of Defense
Cyber Excepted Service (CES) Personnel System
GG Grade Ranges for 2021**

Grade	Standard GG Range										Extended Range Permitted for CES	
	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	\$ 19,738	\$ 20,400	\$ 21,056	\$ 21,709	\$ 22,365	\$ 22,749	\$ 23,398	\$ 24,052	\$ 24,078	\$ 24,690	\$ 25,342	\$ 25,994
GG-2	\$ 22,194	\$ 22,722	\$ 23,457	\$ 24,078	\$ 24,349	\$ 25,065	\$ 25,781	\$ 26,497	\$ 27,213	\$ 27,929	\$ 28,645	\$ 29,361
GG-3	\$ 24,216	\$ 25,023	\$ 25,830	\$ 26,637	\$ 27,444	\$ 28,251	\$ 29,058	\$ 29,865	\$ 30,672	\$ 31,479	\$ 32,286	\$ 33,093
GG-4	\$ 27,184	\$ 28,090	\$ 28,996	\$ 29,902	\$ 30,808	\$ 31,714	\$ 32,620	\$ 33,526	\$ 34,432	\$ 35,338	\$ 36,244	\$ 37,150
GG-5	\$ 30,414	\$ 31,428	\$ 32,442	\$ 33,456	\$ 34,470	\$ 35,484	\$ 36,498	\$ 37,512	\$ 38,526	\$ 39,540	\$ 40,554	\$ 41,568
GG-6	\$ 33,903	\$ 35,033	\$ 36,163	\$ 37,293	\$ 38,423	\$ 39,553	\$ 40,683	\$ 41,813	\$ 42,943	\$ 44,073	\$ 45,203	\$ 46,333
GG-7	\$ 37,674	\$ 38,930	\$ 40,186	\$ 41,442	\$ 42,698	\$ 43,954	\$ 45,210	\$ 46,466	\$ 47,722	\$ 48,978	\$ 50,234	\$ 51,490
GG-8	\$ 41,723	\$ 43,114	\$ 44,505	\$ 45,896	\$ 47,287	\$ 48,678	\$ 50,069	\$ 51,460	\$ 52,851	\$ 54,242	\$ 55,633	\$ 57,024
GG-9	\$ 46,083	\$ 47,619	\$ 49,155	\$ 50,691	\$ 52,227	\$ 53,763	\$ 55,299	\$ 56,835	\$ 58,371	\$ 59,907	\$ 61,443	\$ 62,979
GG-10	\$ 50,748	\$ 52,440	\$ 54,132	\$ 55,824	\$ 57,516	\$ 59,208	\$ 60,900	\$ 62,592	\$ 64,284	\$ 65,976	\$ 67,668	\$ 69,360
GG-11	\$ 55,756	\$ 57,615	\$ 59,474	\$ 61,333	\$ 63,192	\$ 65,051	\$ 66,910	\$ 68,769	\$ 70,628	\$ 72,487	\$ 74,346	\$ 76,205
GG-12	\$ 66,829	\$ 69,057	\$ 71,285	\$ 73,513	\$ 75,741	\$ 77,969	\$ 80,197	\$ 82,425	\$ 84,653	\$ 86,881	\$ 89,109	\$ 91,337
GG-13	\$ 79,468	\$ 82,117	\$ 84,766	\$ 87,415	\$ 90,064	\$ 92,713	\$ 95,362	\$ 98,011	\$ 100,660	\$ 103,309	\$ 105,958	\$ 108,607
GG-14	\$ 93,907	\$ 97,037	\$ 100,167	\$ 103,297	\$ 106,427	\$ 109,557	\$ 112,687	\$ 115,817	\$ 118,947	\$ 122,077	\$ 125,207	\$ 128,337
GG-15	\$ 110,460	\$ 114,142	\$ 117,824	\$ 121,506	\$ 125,188	\$ 128,870	\$ 132,552	\$ 136,234	\$ 139,916	\$ 143,598	\$ 147,280	\$ 150,962

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.

Effective Date: January 3, 2021

**Department of Defense
Cyber Excepted Service (CES) Personnel System
Local Market Supplement (LMS) Rates for 2021**

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%
Des Moines-Ames-West Des Moines, IA	15.95%
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%

(Continuation)	
Local Market Supplement (LMS) Rates for 2021	
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 2021 locality rate replaces the 2020 locality rate. It is not paid in addition to or on top of the 2020 locality rate.	

Source <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/general-schedule/>

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 \$172,500.

Department of Defense
Cyber Excepted Service (CES) Personnel System
Targeted Local Market Supplement Rates for 2021

Cyber WR A1													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (321) Access Network Operator (FOUO) work role code													
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	Supplement
GG - 07	\$ 74,218	\$ 76,692	\$ 79,166	\$ 81,641	\$ 84,115	\$ 86,589	\$ 89,064	\$ 91,538	\$ 94,012	\$ 96,487	\$ 98,961	\$ 101,435	97%
GG - 08	\$ 79,691	\$ 82,348	\$ 85,005	\$ 87,661	\$ 90,318	\$ 92,975	\$ 95,632	\$ 98,289	\$ 100,945	\$ 103,602	\$ 106,259	\$ 108,916	91%
GG - 09	\$ 86,175	\$ 89,048	\$ 91,920	\$ 94,792	\$ 97,664	\$ 100,537	\$ 103,409	\$ 106,281	\$ 109,154	\$ 112,026	\$ 114,898	\$ 117,771	87%
GG - 10	\$ 90,331	\$ 93,343	\$ 96,355	\$ 99,367	\$ 102,378	\$ 105,390	\$ 108,402	\$ 111,414	\$ 114,426	\$ 117,437	\$ 120,449	\$ 123,461	78%
GG - 11	\$ 95,343	\$ 98,522	\$ 101,701	\$ 104,879	\$ 108,058	\$ 111,237	\$ 114,416	\$ 117,595	\$ 120,774	\$ 123,953	\$ 127,132	\$ 130,311	71%
GG - 12	\$ 107,595	\$ 111,182	\$ 114,769	\$ 118,356	\$ 121,943	\$ 125,530	\$ 129,117	\$ 132,704	\$ 136,291	\$ 139,878	\$ 143,465	\$ 147,053	61%
GG - 13	\$ 127,943	\$ 132,208	\$ 136,473	\$ 140,738	\$ 145,003	\$ 149,268	\$ 153,533	\$ 157,798	\$ 162,063	\$ 166,327	\$ 170,592	\$ 172,500	61%
GG - 14	\$ 138,043	\$ 142,644	\$ 147,245	\$ 151,847	\$ 156,448	\$ 161,049	\$ 165,650	\$ 170,251	\$ 172,500	\$ 172,500	\$ 172,500	\$ 172,500	47%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A2													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 58,395	\$ 60,342	\$ 62,288	\$ 64,235	\$ 66,182	\$ 68,129	\$ 70,076	\$ 72,022	\$ 73,969	\$ 75,916	\$ 77,863	\$ 79,810	55%
GG - 08	\$ 64,671	\$ 66,827	\$ 68,983	\$ 71,139	\$ 73,295	\$ 75,451	\$ 77,607	\$ 79,763	\$ 81,919	\$ 84,075	\$ 86,231	\$ 88,387	55%
GG - 09	\$ 71,429	\$ 73,809	\$ 76,190	\$ 78,571	\$ 80,952	\$ 83,333	\$ 85,713	\$ 88,094	\$ 90,475	\$ 92,856	\$ 95,237	\$ 97,617	55%
GG - 10	\$ 78,659	\$ 81,282	\$ 83,905	\$ 86,527	\$ 89,150	\$ 91,772	\$ 94,395	\$ 97,018	\$ 99,640	\$ 102,263	\$ 104,885	\$ 107,508	55%
GG - 11	\$ 89,210	\$ 92,184	\$ 95,158	\$ 98,133	\$ 101,107	\$ 104,082	\$ 107,056	\$ 110,030	\$ 113,005	\$ 115,979	\$ 118,954	\$ 121,928	60%
GG - 12	\$ 106,926	\$ 110,491	\$ 114,056	\$ 117,621	\$ 121,186	\$ 124,750	\$ 128,315	\$ 131,880	\$ 135,445	\$ 139,010	\$ 142,574	\$ 146,139	60%
GG - 13	\$ 125,559	\$ 129,745	\$ 133,930	\$ 138,116	\$ 142,301	\$ 146,487	\$ 150,672	\$ 154,857	\$ 159,043	\$ 163,228	\$ 167,414	\$ 171,599	58%
GG - 14	\$ 140,861	\$ 145,556	\$ 150,251	\$ 154,946	\$ 159,641	\$ 164,336	\$ 169,031	\$ 172,500	\$ 172,500	\$ 172,500	\$ 172,500	\$ 172,500	50%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A3													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 63,292	\$ 65,402	\$ 67,512	\$ 69,623	\$ 71,733	\$ 73,843	\$ 75,953	\$ 78,063	\$ 80,173	\$ 82,283	\$ 84,393	\$ 86,503	68%
GG - 08	\$ 71,346	\$ 73,725	\$ 76,104	\$ 78,482	\$ 80,861	\$ 83,239	\$ 85,618	\$ 87,997	\$ 90,375	\$ 92,754	\$ 95,132	\$ 97,511	71%
GG - 09	\$ 79,724	\$ 82,381	\$ 85,038	\$ 87,695	\$ 90,353	\$ 93,010	\$ 95,667	\$ 98,325	\$ 100,982	\$ 103,639	\$ 106,296	\$ 108,954	73%
GG - 10	\$ 87,794	\$ 90,721	\$ 93,648	\$ 96,576	\$ 99,503	\$ 102,430	\$ 105,357	\$ 108,284	\$ 111,211	\$ 114,138	\$ 117,066	\$ 119,993	73%
GG - 11	\$ 95,343	\$ 98,522	\$ 101,701	\$ 104,879	\$ 108,058	\$ 111,237	\$ 114,416	\$ 117,595	\$ 120,774	\$ 123,953	\$ 127,132	\$ 130,311	71%
GG - 12	\$ 103,585	\$ 107,038	\$ 110,492	\$ 113,945	\$ 117,399	\$ 120,852	\$ 124,305	\$ 127,759	\$ 131,212	\$ 134,666	\$ 138,119	\$ 141,572	55%
GG - 13	\$ 115,229	\$ 119,070	\$ 122,911	\$ 126,752	\$ 130,593	\$ 134,434	\$ 138,275	\$ 142,116	\$ 145,957	\$ 149,798	\$ 153,639	\$ 157,480	45%
GG - 14	\$ 131,470	\$ 135,852	\$ 140,234	\$ 144,616	\$ 148,998	\$ 153,380	\$ 157,762	\$ 162,144	\$ 166,526	\$ 170,908	\$ 172,500	\$ 172,500	40%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A4													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 58,395	\$ 60,342	\$ 62,288	\$ 64,235	\$ 66,182	\$ 68,129	\$ 70,076	\$ 72,022	\$ 73,969	\$ 75,916	\$ 77,863	\$ 79,810	55%
GG - 08	\$ 64,671	\$ 66,827	\$ 68,983	\$ 71,139	\$ 73,295	\$ 75,451	\$ 77,607	\$ 79,763	\$ 81,919	\$ 84,075	\$ 86,231	\$ 88,387	55%
GG - 09	\$ 76,959	\$ 79,524	\$ 82,089	\$ 84,654	\$ 87,219	\$ 89,784	\$ 92,349	\$ 94,914	\$ 97,480	\$ 100,045	\$ 102,610	\$ 105,175	67%
GG - 10	\$ 83,734	\$ 86,526	\$ 89,318	\$ 92,110	\$ 94,901	\$ 97,693	\$ 100,485	\$ 103,277	\$ 106,069	\$ 108,860	\$ 111,652	\$ 114,444	65%
GG - 11	\$ 89,210	\$ 92,184	\$ 95,158	\$ 98,133	\$ 101,107	\$ 104,082	\$ 107,056	\$ 110,030	\$ 113,005	\$ 115,979	\$ 118,954	\$ 121,928	60%
GG - 12	\$ 100,244	\$ 103,586	\$ 106,928	\$ 110,270	\$ 113,612	\$ 116,954	\$ 120,296	\$ 123,638	\$ 126,980	\$ 130,322	\$ 133,664	\$ 137,006	50%
GG - 13	\$ 115,229	\$ 119,070	\$ 122,911	\$ 126,752	\$ 130,593	\$ 134,434	\$ 138,275	\$ 142,116	\$ 145,957	\$ 149,798	\$ 153,639	\$ 157,480	45%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A5													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 59,148	\$ 61,120	\$ 63,092	\$ 65,064	\$ 67,036	\$ 69,008	\$ 70,980	\$ 72,952	\$ 74,924	\$ 76,895	\$ 78,867	\$ 80,839	57%
GG - 08	\$ 68,426	\$ 70,707	\$ 72,988	\$ 75,269	\$ 77,551	\$ 79,832	\$ 82,113	\$ 84,394	\$ 86,676	\$ 88,957	\$ 91,238	\$ 93,519	64%
GG - 09	\$ 76,959	\$ 79,524	\$ 82,089	\$ 84,654	\$ 87,219	\$ 89,784	\$ 92,349	\$ 94,914	\$ 97,480	\$ 100,045	\$ 102,610	\$ 105,175	67%
GG - 10	\$ 81,197	\$ 83,904	\$ 86,611	\$ 89,318	\$ 92,026	\$ 94,733	\$ 97,440	\$ 100,147	\$ 102,854	\$ 105,562	\$ 108,269	\$ 110,976	60%
GG - 11	\$ 97,015	\$ 100,250	\$ 103,485	\$ 106,719	\$ 109,954	\$ 113,189	\$ 116,423	\$ 119,658	\$ 122,893	\$ 126,127	\$ 129,362	\$ 132,597	74%
GG - 12	\$ 104,253	\$ 107,729	\$ 111,205	\$ 114,680	\$ 118,156	\$ 121,632	\$ 125,107	\$ 128,583	\$ 132,059	\$ 135,534	\$ 139,010	\$ 142,486	56%
GG - 13	\$ 112,050	\$ 115,785	\$ 119,520	\$ 123,255	\$ 126,990	\$ 130,725	\$ 134,460	\$ 138,196	\$ 141,931	\$ 145,666	\$ 149,401	\$ 153,136	41%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A6													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 56,511	\$ 58,395	\$ 60,279	\$ 62,163	\$ 64,047	\$ 65,931	\$ 67,815	\$ 69,699	\$ 71,583	\$ 73,467	\$ 75,351	\$ 77,235	50%
GG - 08	\$ 63,419	\$ 65,533	\$ 67,648	\$ 69,762	\$ 71,876	\$ 73,991	\$ 76,105	\$ 78,219	\$ 80,334	\$ 82,448	\$ 84,562	\$ 86,676	52%
GG - 09	\$ 72,811	\$ 75,238	\$ 77,665	\$ 80,092	\$ 82,519	\$ 84,946	\$ 87,372	\$ 89,799	\$ 92,226	\$ 94,653	\$ 97,080	\$ 99,507	58%
GG - 10	\$ 78,152	\$ 80,758	\$ 83,363	\$ 85,969	\$ 88,575	\$ 91,180	\$ 93,786	\$ 96,392	\$ 98,997	\$ 101,603	\$ 104,209	\$ 106,814	54%
GG - 11	\$ 86,979	\$ 89,879	\$ 92,779	\$ 95,679	\$ 98,580	\$ 101,480	\$ 104,380	\$ 107,280	\$ 110,180	\$ 113,080	\$ 115,980	\$ 118,880	56%
GG - 12	\$ 94,897	\$ 98,061	\$ 101,225	\$ 104,388	\$ 107,552	\$ 110,716	\$ 113,880	\$ 117,044	\$ 120,207	\$ 123,371	\$ 126,535	\$ 129,699	42%
GG - 13	\$ 111,255	\$ 114,964	\$ 118,672	\$ 122,381	\$ 126,090	\$ 129,798	\$ 133,507	\$ 137,215	\$ 140,924	\$ 144,633	\$ 148,341	\$ 152,050	40%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A7													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 51,237	\$ 52,945	\$ 54,653	\$ 56,361	\$ 58,069	\$ 59,777	\$ 61,486	\$ 63,194	\$ 64,902	\$ 66,610	\$ 68,318	\$ 70,026	36%
GG - 08	\$ 52,988	\$ 54,755	\$ 56,521	\$ 58,288	\$ 60,054	\$ 61,821	\$ 63,588	\$ 65,354	\$ 67,121	\$ 68,887	\$ 70,654	\$ 72,420	27%
GG - 09	\$ 60,830	\$ 62,857	\$ 64,885	\$ 66,912	\$ 68,940	\$ 70,967	\$ 72,995	\$ 75,022	\$ 77,050	\$ 79,077	\$ 81,105	\$ 83,132	32%
GG - 10	\$ 65,972	\$ 68,172	\$ 70,372	\$ 72,571	\$ 74,771	\$ 76,970	\$ 79,170	\$ 81,370	\$ 83,569	\$ 85,769	\$ 87,968	\$ 90,168	30%
GG - 11	\$ 73,598	\$ 76,052	\$ 78,506	\$ 80,960	\$ 83,413	\$ 85,867	\$ 88,321	\$ 90,775	\$ 93,229	\$ 95,683	\$ 98,137	\$ 100,591	32%
GG - 12	\$ 88,214	\$ 91,155	\$ 94,096	\$ 97,037	\$ 99,978	\$ 102,919	\$ 105,860	\$ 108,801	\$ 111,742	\$ 114,683	\$ 117,624	\$ 120,565	32%
GG - 13	\$ 100,130	\$ 103,467	\$ 106,805	\$ 110,143	\$ 113,481	\$ 116,818	\$ 120,156	\$ 123,494	\$ 126,832	\$ 130,169	\$ 133,507	\$ 136,845	26%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Attachment

Cyber WR A8													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 51,990	\$ 53,723	\$ 55,457	\$ 57,190	\$ 58,923	\$ 60,657	\$ 62,390	\$ 64,123	\$ 65,856	\$ 67,590	\$ 69,323	\$ 71,056	38%
GG - 08	\$ 58,412	\$ 60,360	\$ 62,307	\$ 64,254	\$ 66,202	\$ 68,149	\$ 70,097	\$ 72,044	\$ 73,991	\$ 75,939	\$ 77,886	\$ 79,834	40%
GG - 09	\$ 64,516	\$ 66,667	\$ 68,817	\$ 70,967	\$ 73,118	\$ 75,268	\$ 77,419	\$ 79,569	\$ 81,719	\$ 83,870	\$ 86,020	\$ 88,171	40%
GG - 10	\$ 70,032	\$ 72,367	\$ 74,702	\$ 77,037	\$ 79,372	\$ 81,707	\$ 84,042	\$ 86,377	\$ 88,712	\$ 91,047	\$ 93,382	\$ 95,717	38%
GG - 11	\$ 76,943	\$ 79,509	\$ 82,074	\$ 84,640	\$ 87,205	\$ 89,770	\$ 92,336	\$ 94,901	\$ 97,467	\$ 100,032	\$ 102,597	\$ 105,163	38%
GG - 12	\$ 90,219	\$ 93,227	\$ 96,235	\$ 99,243	\$ 102,250	\$ 105,258	\$ 108,266	\$ 111,274	\$ 114,282	\$ 117,289	\$ 120,297	\$ 123,305	35%
GG - 13	\$ 100,924	\$ 104,289	\$ 107,653	\$ 111,017	\$ 114,381	\$ 117,746	\$ 121,110	\$ 124,474	\$ 127,838	\$ 131,202	\$ 134,567	\$ 137,931	27%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A9													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
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	Supplement
GG - 07	\$ 56,888	\$ 58,784	\$ 60,681	\$ 62,577	\$ 64,474	\$ 66,371	\$ 68,267	\$ 70,164	\$ 72,060	\$ 73,957	\$ 75,853	\$ 77,750	51%
GG - 08	\$ 63,419	\$ 65,533	\$ 67,648	\$ 69,762	\$ 71,876	\$ 73,991	\$ 76,105	\$ 78,219	\$ 80,334	\$ 82,448	\$ 84,562	\$ 86,676	52%
GG - 09	\$ 69,585	\$ 71,905	\$ 74,224	\$ 76,543	\$ 78,863	\$ 81,182	\$ 83,501	\$ 85,821	\$ 88,140	\$ 90,460	\$ 92,779	\$ 95,098	51%
GG - 10	\$ 73,585	\$ 76,038	\$ 78,491	\$ 80,945	\$ 83,398	\$ 85,852	\$ 88,305	\$ 90,758	\$ 93,212	\$ 95,665	\$ 98,119	\$ 100,572	45%
GG - 11	\$ 76,943	\$ 79,509	\$ 82,074	\$ 84,640	\$ 87,205	\$ 89,770	\$ 92,336	\$ 94,901	\$ 97,467	\$ 100,032	\$ 102,597	\$ 105,163	38%
GG - 12	\$ 87,546	\$ 90,465	\$ 93,383	\$ 96,302	\$ 99,221	\$ 102,139	\$ 105,058	\$ 107,977	\$ 110,895	\$ 113,814	\$ 116,733	\$ 119,651	31%
GG - 13	\$ 97,746	\$ 101,004	\$ 104,262	\$ 107,520	\$ 110,779	\$ 114,037	\$ 117,295	\$ 120,554	\$ 123,812	\$ 127,070	\$ 130,328	\$ 133,587	23%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

OPM Locality	6 Work Role Group	321 Work Role
Alaska	A3	A1
Albany-Schenectady, NY-MA	A8	A1
Albuquerque-Santa Fe-Las Vegas, NM	A8	A1
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	A6	A1
Austin-Round Rock, TX	A8	A1
Birmingham-Hoover-Talladega, AL	A8	A1
Boston-Worcester-Providence, MA-RI-NH-ME	A6	A1
Buffalo-Cheektowaga, NY	A7	A1
Burlington-South Burlington, VT	A8	A1
Charlotte-Concord, NC-SC	A8	A1
Chicago-Naperville, IL-IN-WI	A5	A1
Cincinnati-Wilmington-Maysville, OH-KY-IN	A7	A1
Cleveland-Akron-Canton, OH	A7	A1
Colorado Springs, CO	A8	A1
Columbus-Marion-Zanesville, OH	A7	A1
Corpus Christi-Kingsville-Alice, TX	A8	A1
Dallas-Fort Worth, TX-OK	A6	A1
Davenport-Moline, IA-IL	A8	A1
Dayton-Springfield-Sidney, OH	A7	A1
Denver-Aurora, CO	A6	A1
Des Moines - Ames - West Des Moines, IA	A8	A1
Detroit-Warren-Ann Arbor, MI	A6	A1
Harrisburg-Lebanon, PA	A8	A1
Hartford-West Hartford, CT-MA	A6	A1
Hawaii	A9	A1
Houston-The Woodlands, TX	A4	A1
Huntsville-Decatur-Albertville, AL	A7	A1
Indianapolis-Carmel-Muncie, IN	A8	A1
Kansas City-Overland Park-Kansas City, MO-KS	A8	A1
Laredo, TX	A7	A1
Las Vegas-Henderson, NV-AZ	A8	A1
Los Angeles-Long Beach, CA	A5	A1
Miami-Fort Lauderdale-Port St. Lucie, FL	A6	A1
Milwaukee-Racine-Waukesha, WI	A7	A1
Minneapolis-St. Paul, MN-WI	A6	A1
New York-Newark, NY-NJ-CT-PA	A4	A1
Omaha-Council Bluffs-Fremont, NE-IA	A8	A1
Palm Bay-Melbourne-Titusville, FL	A8	A1
Philadelphia-Reading-Camden, PA-NJ-DE-MD	A6	A1
Phoenix-Mesa-Scottsdale, AZ	A7	A1
Pittsburgh-New Castle-Weirton, PA-OH-WV	A7	A1
Portland-Vancouver-Salem, OR-WA	A6	A1
Raleigh-Durham-Chapel Hill, NC	A7	A1
Rest of US	A8	A1
Richmond, VA	A7	A1
Sacramento-Roseville, CA-NV	A6	A1
San Antonio-New Braunfels-Pearsall, TX	A8	A1
San Diego-Carlsbad, CA	A5	A1
San Jose-San Francisco-Oakland, CA	A2	A1
Seattle-Tacoma, WA	A3	A1
St. Louis-St. Charles-Farmington, MO-IL	A8	A1
Tucson-Nogales, AZ	A8	A1
Virginia Beach-Norfolk, VA-NC	A8	A1
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	A4	A1

AUTHORITY: CES TLMS 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 CES TLMS was approved 5 January 2021.

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.