

## Cyber Excepted Service (CES) Personnel System: Targeted Local Market Supplement (TLMS) Q&A

[For Instructions on Programming the TLMS Codes in DCPDS – Click here](#)

For DoD Leadership/CES Program Managers/HR Managers:

Department of Defense  
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

### What is the CES TLMS?

- The CES TLMS is a monetary incentive implemented with the goal of improving recruiting and retention of personnel in seven critical DoD Cyber Workforce Framework (DCWF) work roles. The TLMS reduces the pay gap and makes DoD CES salaries more competitive against salaries offered by private sector employers and other DoD Agencies.

### What authority is the CES TLMS derived from?

- This incentive was established under the authorities granted in DoDI 1400.25 Vol. 3006: DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration. USD (P&R) formally approved the incentive 5 January 2021. See DoD Cyber Exchange (<https://public.cyber.mil/cw/dod-cyber-excepted-service-ces/>) to reference the DoDI and USD (P&R) CES TLMS Approval Memo.

### Who is eligible to receive the TLMS?

- To receive the TLMS, personnel must be assigned to a CONUS CES position (including those located in Alaska and Hawaii). Those positions must have one of the following DCWF work role codes assigned as their **Primary** work role code to receive the incentive:
  - o 321 – Network Operator
  - o 461 - System Security Analyst
  - o 511 – Cyber Defense Analyst
  - o 531 – Cyber Defense Incident Responder
  - o 611 – Authorizing Official/Designating Representative
  - o 612 - Security Control Assessor
  - o 621 – Software Developer
- Note: Positions with non-primary work roles (Additional 1 or Additional 2) aligned to any of the work role codes listed above are **NOT** eligible to receive the TLMS. The position description also **must** accurately reflect the Primary DCWF Work Role Code assigned to a position.

### Why are OCONUS CES positions not eligible for the TLMS?

- OCONUS positions are covered per DoDI 1400.25 Vol. 3006, which states that “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 locality rate (LMS), or another established DoD or Component-specific TLMS that has been approved by DoD CIO and USD(P&R).”

### **Why were these work roles selected and not others?**

- DoD CIO Cyber Workforce Division conducted extensive outreach with Service Cyber Components to collect vacancy and attrition rates for DCWF work roles deemed critical. Those work roles that met the threshold criteria for inclusion and had common recruiting and retention challenges shared across multiple Services (considered Enterprise Relevance) were included in the scope of the TLMS. Service representatives approved the TLMS scope on 22 May 2020 during a meeting of the Cyber Workforce Management Board (CWMB).

### **How were the TLMS rates determined?**

- DoD CIO Cyber Workforce Division, in coordination with USD (I&S) and USD (P&R), developed the TLMS rates by completing an extensive private sector labor market analysis (benchmarking). This analysis provided the salaries, compensation characteristics and other employment data for employees with comparable duties and requirements. This information led to the development of the CES TLMS Business Case that documented the need for the TLMS as well as the methodology utilized to determine the scope and rates. Standards and methods employed by Office of Personnel Management (OPM) were utilized to develop the TLMS pay tables. All TLMS rates are set to provide a net salary increase above appropriate Locality Pay Rates and applicable Special Salary Rates.

### **Does DoD CIO plan to reassess those work roles included in the TLMS in the future?**

- Yes, DoD CIO Cyber Workforce Division will gather input from each Service Cyber Component on a quarterly basis to measure the incentive's impact on vacancy and attrition rates. This information will determine the effectiveness of the incentive and continued inclusion of selected work roles in the TLMS.
- Service Cyber Components are required to provide data on a quarterly basis to assist in identifying additional DCWF work roles for potential inclusion in future TLMS scope. The quarterly TLMS Incentive Tracker provides Services and Components with the opportunity to systematically document work roles for consideration in future TLMS scope development. DoD CIO will not accommodate individual requests for work roles to be included in the scope of the TLMS. The TLMS Incentive Tracker will enable DoD CIO to gather sufficient Component data, conduct a second labor market analysis and develop an additional Business Case to support changes to the TLMS scope and rates. The analytic effort and coordination required to alter the scope of the TLMS precludes any additional work roles from being immediately included in the scope at this time. No changes to the TLMS scope are anticipated to occur until FY23.

### **How does the TLMS function?**

- Similar to the Locality Pay rates (LMS) and Special Salary Rates (SSRs) maintained by OPM, the TLMS is an addition to base pay and is a part of basic pay. Eligible personnel's LMS and SSRs will be replaced by the TLMS pay rate.

### **Is the TLMS optional to pay?**

- No, the TLMS is **NOT** an optional incentive and **must** be provided to all eligible personnel

### **How do I determine the correct TLMS pay table for an eligible employee?**

- To determine the correct TLMS pay table for an eligible employee, complete the following :
  - o Visit the DoD Cyber Exchange, Cyber Excepted Service page and reference the “2021 CES Pay Rates Approval Memo” document. This file can be found at the following URL: <https://dl.dod.cyber.mil/wp-content/uploads/dces/pdf/2021-CES-Pay-Rates-Approval-memo.pdf>
  - o If a position has a Primary DCWF Work Role Code that is included in the scope of the TLMS, reference the TLMS Locality Table on page 9 of the document and find the OPM defined Locality Area of the eligible position.
  - o Each Locality Area has a corresponding TLMS table number (ranging from A1-A9) for both of the respective work role groups (either the 321 work role or the 6 work role group). The table numbers are identified in the top left corner of each of the TLMS pay tables found in the document.
  - o Once you have found the appropriate table, be sure to verify the DCWF work role codes are impacted by that table. Once this is completed, reference the cell containing the appropriate grade and step of the employee in question, the salary listed will be the basic pay for the employee.

### **When will the TLMS Codes be available in DCPDS?**

- The TLMS pay codes (LMS Indicators) were uploaded and available in DCPDS on 26 February 2021.

### **From what date is TLMS pay retroactive?**

- If a position has a DCWF work role coded in DCPDS prior to 3 January 2021, the employee is eligible (based on their EoD) for retroactive pay in accordance with the 2021 CES TLMS memo.

### **Is the TLMS portable?**

- No, the TLMS incentive is not portable. Only personnel who are encumbering CES positions that have a primary work role code covered by the TLMS are eligible to receive the incentive. For an individual who leaves or is reassigned from a CES position covered by the TLMS to a position that is not covered by the TLMS, that individual would no longer be eligible to receive the incentive.

### **Is DoD providing any assistance to cover the cost of the TLMS?**

- Yes, DoD CIO is facilitating the MIPR of CES funds to CES Service Cyber Components to cover the estimated initial cost of the CES TLMS (potentially through FY23). Enduring costs associated with the TLMS are the responsibility of individual Services.

## Programming the CES TLMS Codes in DCPDS

**Supplemental Guidance** – The instructions below are solely intended to assist with the correct selection of LMS Indicator Codes. The position description must accurately reflect the Primary DCWF Work Role Code.

### How are the TLMS pay rates applied in DCPDS?

- The following steps must be completed in DCPDS to ensure personnel filling eligible CES positions receive the TLMS.
  - o Step 1 - Within the US Federal Position Group page, select “Extra Position Information”- In the “Intelligence/Cyber Position Ind” field, All CES positions must have a value of “3” ((Cyber Excepted Service (CES) (GG-Excepted Service)) identified, regardless of if they are receiving the TLMS or not.
  - o This field identifies whether a position is part of CES and is critical for TLMS pay rate selection. The example below shows where the “Intelligence/Cyber Position Ind” field appears on the Extra Position Information Page in DCPDS.

The screenshot shows the Oracle Applications interface for the 'Extra Position Information' form. The form is titled 'Extra Position Information(223515)' and contains various fields for position details. The 'Intelligence/Cyber Position Ind' field is highlighted with a red box and contains the value '3', with the label 'Cyber Excepted Service (CES) (GG-Excepted Service)'. Other fields include Position Type (APPR), Position Occupied (2), Organization Function Code (YZZ), Date Position Classified (24-FEB-2006), Classification Official (Z), Language Required, Drug Test (1), Financial Statement (0), Training Program ID (YY), Key Emergency Essential (N), Appropriation Code 1 (3247710000), and Appropriation Code 2 (3247710000). The form also includes buttons for OK, Cancel, Clear, and Help.

Field	Value
Position Type	APPR
Position Occupied	2
Organization Function Code	YZZ
Date Position Classified	24-FEB-2006
Classification Official	Z
Language Required	
Drug Test	1
Financial Statement	0
Training Program ID	YY
Key Emergency Essential	N
Appropriation Code 1	3247710000
Appropriation Code 2	3247710000
Intelligence/Cyber Position Ind	3
LEO Position Indicator	0
Computer Position Indicator	No
EDP/HDP Last Review Date	
Special Population Code	

- Step 2 – Identify the correct TLMS table that applies to the CES position being edited. The pay tables are in the 2021 CES Pay Rates Approval Memo posted on the DoD Cyber Exchange : <https://dl.dod.cyber.mil/wp-content/uploads/dces/pdf/2021-CES-Pay-Rates-Approval-memo.pdf>

- Step 3 – Navigate to the US Federal Valid Grade Info page and select Extra Position Information and select the correct LMS Indicator Code that applies the TLMS pay rate. The codes in the LMS Indicator field will following this example format:

- o CEA314
  - “CE” – Indicates Cyber Excepted Service
  - “A3” – Indicates the TLMS pay table number – in this case Table A3
  - “14” – Indicates the grade of the position – in this case GG 14
- o The following tables will assist with the correct selection and verification of LMS Indicator codes to be entered into DCPDS.

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
321	All CONUS Localities, Hawaii, Alaska and Rest of the U.S.	A1	7	CEA107	CEA107 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG07	3-Jan-21		97%
		A1	8	CEA108	CEA108 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG08	3-Jan-21		91%
		A1	9	CEA109	CEA109 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG09	3-Jan-21		87%
		A1	10	CEA110	CEA110 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG10	3-Jan-21		78%
		A1	11	CEA111	CEA111 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG11	3-Jan-21		71%
		A1	12	CEA112	CEA112 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG12	3-Jan-21		61%
		A1	13	CEA113	CEA113 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG13	3-Jan-21		61%
		A1	14	CEA114	CEA114 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG14	3-Jan-21		47%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	San Jose	A2	7	CEA207	CEA207 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		55%
		A2	8	CEA208	CEA208 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		55%
		A2	9	CEA209	CEA209 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		55%
		A2	10	CEA210	CEA210 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		55%
		A2	11	CEA211	CEA211 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		60%
		A2	12	CEA212	CEA212 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		60%
		A2	13	CEA213	CEA213 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		58%
A2	14	CEA214	CEA214 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG14	3-Jan-21		50%		

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Alaska, Seattle	A3	7	CEA307	CEA307 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		68%
		A3	8	CEA308	CEA308 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		71%
		A3	9	CEA309	CEA309 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		73%
		A3	10	CEA310	CEA310 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		73%
		A3	11	CEA311	CEA311 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		71%
		A3	12	CEA312	CEA312 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		55%
		A3	13	CEA313	CEA313 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		45%
A3	14	CEA314	CEA314 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG14	3-Jan-21		40%		

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Houston, New York, Washington DC	A4	7	CEA407	CEA407 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		55%
		A4	8	CEA408	CEA408 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		55%
		A4	9	CEA409	CEA409 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		67%
		A4	10	CEA410	CEA410 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		65%
		A4	11	CEA411	CEA411 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		60%
		A4	12	CEA412	CEA412 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		50%
A4	13	CEA413	CEA413 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		45%		

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Chicago, Los Angeles, San Diego	A5	7	CEA507	CEA507 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		57%
		A5	8	CEA508	CEA508 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		64%
		A5	9	CEA509	CEA509 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		67%
		A5	10	CEA510	CEA510 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		60%
		A5	11	CEA511	CEA511 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		74%
		A5	12	CEA512	CEA512 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		56%
A5	13	CEA513	CEA513 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		41%		

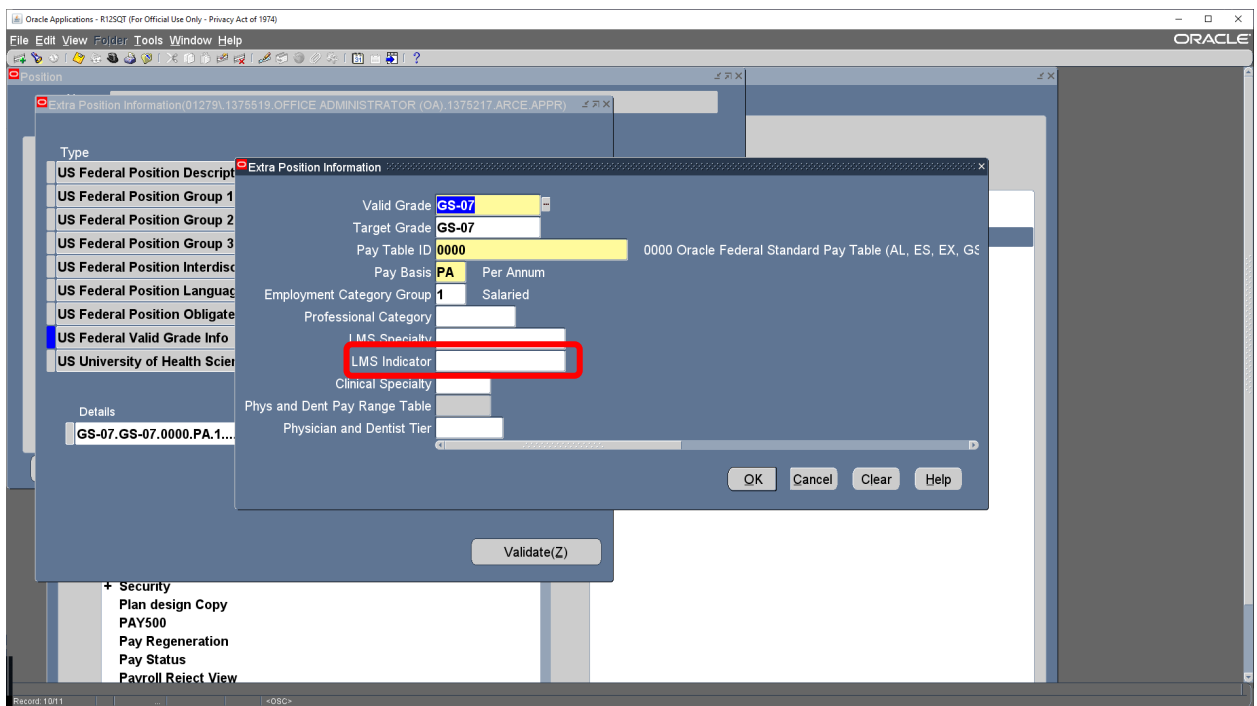
Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Atlanta, Boston, Dallas, Denver, Detroit, Hartford, Miami, Minneapolis, Philadelphia, Portland, Sacramento	A6	7	CEA607	CEA607 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		50%
		A6	8	CEA608	CEA608 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		52%
		A6	9	CEA609	CEA609 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		58%
		A6	10	CEA610	CEA610 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		54%
		A6	11	CEA611	CEA611 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		56%
		A6	12	CEA612	CEA612 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		42%
A6	13	CEA613	CEA613 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		40%		

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Buffalo, Cincinnati, Cleveland, Columbus, Dayton, Huntsville, Laredo, Milwaukee, Phoenix, Pittsburgh, Raleigh, Richmond	A7	7	CEA707	CEA707 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		36%
		A7	8	CEA708	CEA708 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		27%
		A7	9	CEA709	CEA709 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		32%
		A7	10	CEA710	CEA710 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		30%
		A7	11	CEA711	CEA711 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		32%
		A7	12	CEA712	CEA712 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		32%
A7	13	CEA713	CEA713 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		26%		

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Albany, Albuquerque, Austin, Birmingham, Burlington, Charlotte, Colorado Springs, Corpus Christi, Davenport, Des Moines, Harrisburg, Indianapolis, Kansas City, Las Vegas, Omaha, Palm Bay, Rest of U.S., San Antonio, St. Louis, Tucson, Virginia Beach	A8	7	CEA807	CEA808 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		38%
		A8	8	CEA808	CEA809 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		40%
		A8	9	CEA809	CEA810 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		40%
		A8	10	CEA810	CEA811 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		38%
		A8	11	CEA811	CEA812 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		38%
		A8	12	CEA812	CEA813 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		35%
		A8	13	CEA813	CEA807 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		27%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Hawaii	A9	7	CEA907	CEA907 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG07	3-Jan-21		51%
		A9	8	CEA908	CEA908 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG08	3-Jan-21		52%
		A9	9	CEA909	CEA909 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG09	3-Jan-21		51%
		A9	10	CEA910	CEA910 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG10	3-Jan-21		45%
		A9	11	CEA911	CEA911 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG11	3-Jan-21		38%
		A9	12	CEA912	CEA912 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG12	3-Jan-21		31%
A9	13	CEA913	CEA913 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG13	3-Jan-21		23%		

- The screenshot below indicates the field where the LMS Indicator codes are entered in DCPDS.



- Step 4 – Once the appropriate LMS Indicator code is selected, press OK, then click OK again when prompted with the warning stating the change in LMS Indicator may result in a change in the LMS Percentage. The changes in the LMS Indicator field will also have to be validated under the Position Details page to ensure the TLMS is correctly applied.

### Where can I find additional guidance on the CES TLMS?

- For further questions on the CES TLMS or this guidance, please visit the DoD Cyber Exchange, reach out to your Component's CES Program Manager or email the DoD CIO Cyber Excepted Service Mailbox ([osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil](mailto:osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil)).

**DoDI 1400.25 Vol. 3006: DoD Civilian Personnel Management System: Cyber Excepted Service (CES)**

**Compensation Administration:**

[http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/140025v3006\\_dodi\\_2017.pdf?ver=2017-08-15-150839-237](http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/140025v3006_dodi_2017.pdf?ver=2017-08-15-150839-237)

**2021 CES Pay Rates:** <https://dl.dod.cyber.mil/wp-content/uploads/dces/pdf/2021-CES-Pay-Rates-Approval-memo.pdf>