



PERSONNEL AND
READINESS

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

CLEARED
For Open Publication

Jun 17, 2026

JUN - 9 2026
Department of War

DEFENSE OFFICE OF PREPUBLICATION AND SECURITY REVIEW

MEMORANDUM FOR CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF
WAR

SUBJECT: Cyber Excepted Service Targeted Local Market Supplement Work Role Additions

I approve the revised Cyber Excepted Service (CES) Targeted Local Market Supplement (TLMS) pay tables A2 through A9, which now include the following work roles: Systems Developer (632), Research and Development Specialist (661), and Cyber Policy and Strategy Planner (752). The TLMS will increase the Department's ability to incentivize these work roles, thereby improving overall recruitment and retention for these positions. The attached TLMS tables are approved and will be effective the first day of the first pay period beginning on or after the date this memorandum is signed, or the first pay period beginning on or after the date an incumbent's primary work role is coded as a covered role, whichever is later.

The DoW Chief Information Officer, Workforce Innovation Directorate, will review the CES TLMS annually to ensure the rates are still necessary to meet mission requirements. To be eligible, an incumbent must be employed within a CES position whose primary work role code and applicable locality are covered by TLMS. Adjustments to CES TLMS rates are made in accordance with Department of Defense Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service Compensation Administration," August 15, 2017, as amended.

My point of contact is Mr. Michael A. Cogar, Deputy Assistant Secretary of War for Civilian Personnel Policy, at michael.a.cogar3.civ@mail.mil.


Anthony J. Tata

Attachment:
As stated

Cyber WR A1
Global

Cyber Excepted Service
Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(121)** Exploitation Analyst, **(122)** Digital Network Exploitation Analyst, **(321)** Network Operator, **(322)** Cyberspace Operator and **(341)** Cyberspace Capability Developer

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	\$ 88,798	\$ 91,759	\$ 94,719	\$ 97,679	\$ 100,639	\$ 103,599	\$ 106,560	\$ 109,520	\$ 112,480	\$ 115,440	\$ 118,401	\$ 121,361	106%
GG - 08	\$ 95,476	\$ 98,658	\$ 101,840	\$ 105,022	\$ 108,204	\$ 111,386	\$ 114,568	\$ 117,750	\$ 120,932	\$ 124,114	\$ 127,296	\$ 130,478	100%
GG - 09	\$ 103,345	\$ 106,791	\$ 110,236	\$ 113,682	\$ 117,128	\$ 120,573	\$ 124,019	\$ 127,465	\$ 130,910	\$ 134,356	\$ 137,802	\$ 141,247	96%
GG - 10	\$ 108,580	\$ 112,198	\$ 115,817	\$ 119,435	\$ 123,053	\$ 126,672	\$ 130,290	\$ 133,909	\$ 137,527	\$ 141,146	\$ 144,764	\$ 148,383	87%
GG - 11	\$ 114,831	\$ 118,660	\$ 122,488	\$ 126,317	\$ 130,145	\$ 133,974	\$ 137,803	\$ 141,631	\$ 145,460	\$ 149,288	\$ 153,117	\$ 156,946	80%
GG - 12	\$ 129,987	\$ 134,320	\$ 138,654	\$ 142,987	\$ 147,320	\$ 151,654	\$ 155,987	\$ 160,320	\$ 164,654	\$ 168,987	\$ 173,320	\$ 177,653	70%
GG - 13	\$ 154,573	\$ 159,725	\$ 164,878	\$ 170,031	\$ 175,183	\$ 180,336	\$ 185,489	\$ 190,641	\$ 195,794	\$ 197,200	\$ 197,200	\$ 197,200	70%
GG - 14	\$ 177,286	\$ 183,196	\$ 189,107	\$ 195,017	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	65%
GG - 15	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	65%

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Cyber WR A2
Regional

Cyber Excepted Service
Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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	\$ 66,814	\$ 69,042	\$ 71,269	\$ 73,496	\$ 75,724	\$ 77,951	\$ 80,178	\$ 82,406	\$ 84,633	\$ 86,860	\$ 89,088	\$ 91,315	55%
GG - 08	\$ 73,994	\$ 76,460	\$ 78,926	\$ 81,392	\$ 83,858	\$ 86,324	\$ 88,790	\$ 91,256	\$ 93,722	\$ 96,188	\$ 98,654	\$ 101,120	55%
GG - 09	\$ 81,727	\$ 84,452	\$ 87,177	\$ 89,902	\$ 92,626	\$ 95,351	\$ 98,076	\$ 100,801	\$ 103,526	\$ 106,251	\$ 108,976	\$ 111,701	55%
GG - 10	\$ 89,999	\$ 92,998	\$ 95,998	\$ 98,997	\$ 101,996	\$ 104,995	\$ 107,995	\$ 110,994	\$ 113,993	\$ 116,992	\$ 119,992	\$ 122,991	55%
GG - 11	\$ 102,072	\$ 105,475	\$ 108,878	\$ 112,282	\$ 115,685	\$ 119,088	\$ 122,491	\$ 125,894	\$ 129,298	\$ 132,701	\$ 136,104	\$ 139,507	60%
GG - 12	\$ 122,341	\$ 126,419	\$ 130,498	\$ 134,576	\$ 138,654	\$ 142,733	\$ 146,811	\$ 150,890	\$ 154,968	\$ 159,046	\$ 163,125	\$ 167,203	60%
GG - 13	\$ 143,662	\$ 148,450	\$ 153,239	\$ 158,028	\$ 162,817	\$ 167,606	\$ 172,395	\$ 177,184	\$ 181,973	\$ 186,762	\$ 191,551	\$ 196,340	58%
GG - 14	\$ 161,169	\$ 166,542	\$ 171,915	\$ 177,288	\$ 182,661	\$ 188,034	\$ 193,407	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	50%
GG - 15	\$ 187,048	\$ 193,284	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	48%

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Cyber WR A3
Regional

Cyber Excepted Service

Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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Cyber WR A4
Regional

Cyber Excepted Service

Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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Cyber WR A5
Regional

Cyber Excepted Service

Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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

Cyber WR A6
Regional

Cyber Excepted Service

Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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

Cyber WR A7
Regional

Cyber Excepted Service

Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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	\$ 59,055	\$ 61,024	\$ 62,993	\$ 64,961	\$ 66,930	\$ 68,899	\$ 70,867	\$ 72,836	\$ 74,805	\$ 76,773	\$ 78,742	\$ 80,711	37%
GG - 08	\$ 60,627	\$ 62,648	\$ 64,668	\$ 66,689	\$ 68,710	\$ 70,730	\$ 72,751	\$ 74,771	\$ 76,792	\$ 78,812	\$ 80,833	\$ 82,854	27%
GG - 09	\$ 69,600	\$ 71,920	\$ 74,241	\$ 76,561	\$ 78,882	\$ 81,202	\$ 83,523	\$ 85,844	\$ 88,164	\$ 90,485	\$ 92,805	\$ 95,126	32%
GG - 10	\$ 75,483	\$ 77,999	\$ 80,514	\$ 83,030	\$ 85,545	\$ 88,061	\$ 90,576	\$ 93,092	\$ 95,607	\$ 98,123	\$ 100,638	\$ 103,154	30%
GG - 11	\$ 84,209	\$ 87,017	\$ 89,825	\$ 92,632	\$ 95,440	\$ 98,248	\$ 101,055	\$ 103,863	\$ 106,671	\$ 109,478	\$ 112,286	\$ 115,093	32%
GG - 12	\$ 100,931	\$ 104,296	\$ 107,661	\$ 111,025	\$ 114,390	\$ 117,755	\$ 121,119	\$ 124,484	\$ 127,849	\$ 131,213	\$ 134,578	\$ 137,943	32%
GG - 13	\$ 114,566	\$ 118,385	\$ 122,204	\$ 126,023	\$ 129,842	\$ 133,661	\$ 137,480	\$ 141,299	\$ 145,118	\$ 148,937	\$ 152,756	\$ 156,575	26%
GG - 14	\$ 135,382	\$ 139,895	\$ 144,409	\$ 148,922	\$ 153,435	\$ 157,949	\$ 162,462	\$ 166,975	\$ 171,489	\$ 176,002	\$ 180,515	\$ 185,028	26%
GG - 15	\$ 159,244	\$ 164,552	\$ 169,861	\$ 175,169	\$ 180,477	\$ 185,786	\$ 191,094	\$ 196,403	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	26%

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Cyber WR A8
Regional

Cyber Excepted Service

Targeted Local Market Supplement

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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	\$ 63,797	\$ 65,924	\$ 68,050	\$ 70,177	\$ 72,304	\$ 74,431	\$ 76,557	\$ 78,684	\$ 80,811	\$ 82,938	\$ 85,064	\$ 87,191	48%
GG - 08	\$ 70,652	\$ 73,007	\$ 75,362	\$ 77,716	\$ 80,071	\$ 82,426	\$ 84,780	\$ 87,135	\$ 89,490	\$ 91,844	\$ 94,199	\$ 96,554	48%
GG - 09	\$ 78,036	\$ 80,638	\$ 83,240	\$ 85,841	\$ 88,443	\$ 91,045	\$ 93,647	\$ 96,249	\$ 98,851	\$ 101,453	\$ 104,054	\$ 106,656	48%
GG - 10	\$ 80,128	\$ 82,799	\$ 85,469	\$ 88,139	\$ 90,810	\$ 93,480	\$ 96,150	\$ 98,820	\$ 101,491	\$ 104,161	\$ 106,831	\$ 109,502	38%
GG - 11	\$ 88,037	\$ 90,972	\$ 93,908	\$ 96,843	\$ 99,778	\$ 102,713	\$ 105,649	\$ 108,584	\$ 111,519	\$ 114,454	\$ 117,390	\$ 120,325	38%
GG - 12	\$ 103,225	\$ 106,666	\$ 110,107	\$ 113,549	\$ 116,990	\$ 120,431	\$ 123,872	\$ 127,313	\$ 130,754	\$ 134,195	\$ 137,637	\$ 141,078	35%
GG - 13	\$ 115,475	\$ 119,324	\$ 123,173	\$ 127,023	\$ 130,872	\$ 134,722	\$ 138,571	\$ 142,420	\$ 146,270	\$ 150,119	\$ 153,968	\$ 157,818	27%
GG - 14	\$ 133,233	\$ 137,675	\$ 142,116	\$ 146,558	\$ 151,000	\$ 155,441	\$ 159,883	\$ 164,325	\$ 168,766	\$ 173,208	\$ 177,650	\$ 182,092	24%
GG - 15	\$ 156,716	\$ 161,940	\$ 167,164	\$ 172,389	\$ 177,613	\$ 182,837	\$ 188,061	\$ 193,285	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	24%

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Cyber WR A9
Regional

Cyber Excepted Service
Targeted Local Market Supplement
Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(442)** Network Technician, **(443)** Network Analyst, **(461)** System Security Analyst, **(463)** Host Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(632)** Systems Developer, **(652)** Security Architect, **(661)** Research and Development Specialist, **(722)** Information Systems Security Manager and **(752)** Cyber Policy and Strategy Planner

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	\$ 65,952	\$ 68,151	\$ 70,349	\$ 72,548	\$ 74,747	\$ 76,945	\$ 79,144	\$ 81,342	\$ 83,541	\$ 85,740	\$ 87,938	\$ 90,137	53%
GG - 08	\$ 73,039	\$ 75,473	\$ 77,908	\$ 80,342	\$ 82,776	\$ 85,210	\$ 87,645	\$ 90,079	\$ 92,513	\$ 94,947	\$ 97,381	\$ 99,816	53%
GG - 09	\$ 80,672	\$ 83,362	\$ 86,052	\$ 88,742	\$ 91,431	\$ 94,121	\$ 96,811	\$ 99,500	\$ 102,190	\$ 104,880	\$ 107,570	\$ 110,259	53%
GG - 10	\$ 84,773	\$ 87,599	\$ 90,424	\$ 93,249	\$ 96,074	\$ 98,899	\$ 101,724	\$ 104,549	\$ 107,374	\$ 110,199	\$ 113,024	\$ 115,850	46%
GG - 11	\$ 89,313	\$ 92,291	\$ 95,269	\$ 98,246	\$ 101,224	\$ 104,202	\$ 107,180	\$ 110,158	\$ 113,135	\$ 116,113	\$ 119,091	\$ 122,069	40%
GG - 12	\$ 101,696	\$ 105,086	\$ 108,476	\$ 111,866	\$ 115,256	\$ 118,647	\$ 122,037	\$ 125,427	\$ 128,817	\$ 132,207	\$ 135,597	\$ 138,988	33%
GG - 13	\$ 114,566	\$ 118,385	\$ 122,204	\$ 126,023	\$ 129,842	\$ 133,661	\$ 137,480	\$ 141,299	\$ 145,118	\$ 148,937	\$ 152,756	\$ 156,575	26%
GG - 14	\$ 134,308	\$ 138,785	\$ 143,263	\$ 147,740	\$ 152,218	\$ 156,695	\$ 161,173	\$ 165,650	\$ 170,128	\$ 174,605	\$ 179,083	\$ 183,560	25%
GG - 15	\$ 157,980	\$ 163,246	\$ 168,513	\$ 173,779	\$ 179,045	\$ 184,311	\$ 189,578	\$ 194,844	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	25%

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