

Cyber Excepted Service (CES)

Employee Implications



CES will not change:

- Current Salary
- Attained Competitive Service Career Status
- Completed Probationary Periods
- Federal Benefits, Retirement, and Leave Accrual Rate
- Protections, Appeal Rights, and Collective Bargaining
- Performance Management (DPMAP)

CES provides opportunities:

- Qualification-Based (no time-in-grade) Requirements for Promotion and Professional Development
- Promotions and Quality Step Increase Awards Up to step 12 (with justification)
- Interchange Agreement
 - (facilitates non-competitive movement between the CES and Competitive Service)
- Future Compensation Initiatives
- Future Career Management Program
- Future Rotational Assignments across the DoD Cyber Community

CES is a tool for managing your career...