



PERSONNEL AND
READINESS

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

JAN 17 2025

MEMORANDUM FOR CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF
DEFENSE

SUBJECT: Approval of Revised Cyber Excepted Service Targeted Local Market Supplements

I approve the revised Cyber Excepted Service (CES) Targeted Local Market Supplement (TLMS) pay table A1, revised to include the Digital Network Exploitation Analyst (122) work role and TLMS pay tables A2 through A9, revised to include the Network Technician (442), Network Analyst (443), and Host Analyst (463) work roles. All affected work roles are already receiving TLMS under either the Exploitation Analyst (121) or Cyber Defense Analyst (511) work roles, however, these changes are being made in response to the realignment of DoD Cyber Workforce Framework Cyberspace Effects work roles with Joint Cyber Training and Certification Standards and United States Cyber Command's Cyber Mission Force roles. The addition of these work roles will ensure personnel performing Cyberspace Effects work roles continue to be incentivized through CES TLMS.

The attached TLMS tables are approved and will be effective the first day of the first pay period beginning on or after 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 CES TLMS pay will be reviewed annually by the DoD Chief Information Officer Workforce Innovation Directorate to ensure the rates are still necessary to meet mission requirements. Eligibility is determined by the incumbent's current status within CES and the primary work role having been coded as one that is covered and in an applicable locality. Adjustments to CES TLMS rates are made in accordance with DoD Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: CES Compensation Administration," August 15, 2017, as amended.

My point of contact is Mr. Gary Kistner at gary.w.kistner.civ@mail.mil, and please include osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil.

CLEARED
For Open Publication

Jan 27, 2025

Department of Defense
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

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, and (322) Cyberspace Operator													
	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	\$ 82,673	\$ 85,429	\$ 88,185	\$ 90,941	\$ 93,697	\$ 96,453	\$ 99,209	\$ 101,965	\$ 104,721	\$ 107,477	\$ 110,233	\$ 112,989	97%
	GG - 08	\$ 88,767	\$ 91,726	\$ 94,684	\$ 97,643	\$ 100,602	\$ 103,560	\$ 106,519	\$ 109,477	\$ 112,436	\$ 115,395	\$ 118,353	\$ 121,312	91%
	GG - 09	\$ 95,991	\$ 99,190	\$ 102,390	\$ 105,590	\$ 108,789	\$ 111,989	\$ 115,188	\$ 118,388	\$ 121,587	\$ 124,787	\$ 127,987	\$ 131,186	87%
GG - 10	\$ 100,620	\$ 103,973	\$ 107,327	\$ 110,680	\$ 114,034	\$ 117,387	\$ 120,741	\$ 124,094	\$ 127,448	\$ 130,802	\$ 134,155	\$ 137,509	78%	
GG - 11	\$ 106,203	\$ 109,743	\$ 113,282	\$ 116,822	\$ 120,362	\$ 123,901	\$ 127,441	\$ 130,981	\$ 134,521	\$ 138,060	\$ 141,600	\$ 145,140	71%	
GG - 12	\$ 119,850	\$ 123,844	\$ 127,839	\$ 131,833	\$ 135,828	\$ 139,822	\$ 143,816	\$ 147,811	\$ 151,805	\$ 155,800	\$ 159,794	\$ 163,789	61%	
GG - 13	\$ 142,517	\$ 147,268	\$ 152,019	\$ 156,771	\$ 161,522	\$ 166,273	\$ 171,024	\$ 175,775	\$ 180,526	\$ 185,277	\$ 190,028	\$ 194,779	61%	
GG - 14	\$ 164,228	\$ 169,703	\$ 175,177	\$ 180,652	\$ 186,127	\$ 191,601	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	57%	
GG - 15	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	57%	
	Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

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, (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, and (631) Information Systems Security 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	\$ 65,047	\$ 67,216	\$ 69,384	\$ 71,553	\$ 73,721	\$ 75,890	\$ 78,058	\$ 80,226	\$ 82,395	\$ 84,563	\$ 86,732	\$ 88,900	55%	
GG-08	\$ 72,036	\$ 74,437	\$ 76,838	\$ 79,239	\$ 81,640	\$ 84,041	\$ 86,442	\$ 88,843	\$ 91,244	\$ 93,645	\$ 96,046	\$ 98,447	55%	
GG-09	\$ 79,565	\$ 82,217	\$ 84,869	\$ 87,521	\$ 90,173	\$ 92,825	\$ 95,477	\$ 98,129	\$ 100,781	\$ 103,433	\$ 106,085	\$ 108,737	55%	
GG-10	\$ 87,618	\$ 90,539	\$ 93,459	\$ 96,379	\$ 99,299	\$ 102,219	\$ 105,140	\$ 108,060	\$ 110,980	\$ 113,900	\$ 116,820	\$ 119,741	55%	
GG-11	\$ 99,371	\$ 102,683	\$ 105,995	\$ 109,307	\$ 112,619	\$ 115,931	\$ 119,243	\$ 122,555	\$ 125,867	\$ 129,179	\$ 132,491	\$ 135,803	60%	
GG-12	\$ 119,106	\$ 123,075	\$ 127,045	\$ 131,014	\$ 134,984	\$ 138,954	\$ 142,923	\$ 146,893	\$ 150,862	\$ 154,832	\$ 158,802	\$ 162,771	60%	
GG-13	\$ 139,862	\$ 144,524	\$ 149,187	\$ 153,849	\$ 158,512	\$ 163,175	\$ 167,837	\$ 172,500	\$ 177,162	\$ 181,825	\$ 186,487	\$ 191,150	58%	
GG-14	\$ 156,906	\$ 162,137	\$ 167,367	\$ 172,598	\$ 177,828	\$ 183,059	\$ 188,289	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	50%	
GG-15	\$ 182,101	\$ 188,170	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	48%	
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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, (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, and (631) Information Systems Security 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	\$ 65,047	\$ 67,216	\$ 69,384	\$ 71,553	\$ 73,721	\$ 75,890	\$ 78,058	\$ 80,226	\$ 82,395	\$ 84,563	\$ 86,732	\$ 88,900	55%	
GG-08	\$ 72,036	\$ 74,437	\$ 76,838	\$ 79,239	\$ 81,640	\$ 84,041	\$ 86,442	\$ 88,843	\$ 91,244	\$ 93,645	\$ 96,046	\$ 98,447	55%	
GG-09	\$ 85,724	\$ 88,582	\$ 91,439	\$ 94,297	\$ 97,154	\$ 100,011	\$ 102,869	\$ 105,726	\$ 108,583	\$ 111,441	\$ 114,298	\$ 117,156	67%	
GG-10	\$ 93,271	\$ 96,380	\$ 99,488	\$ 102,597	\$ 105,706	\$ 108,814	\$ 111,923	\$ 115,031	\$ 118,140	\$ 121,249	\$ 124,357	\$ 127,466	65%	
GG-11	\$ 99,371	\$ 102,683	\$ 105,995	\$ 109,307	\$ 112,619	\$ 115,931	\$ 119,243	\$ 122,555	\$ 125,867	\$ 129,179	\$ 132,491	\$ 135,803	60%	
GG-12	\$ 111,662	\$ 115,383	\$ 119,105	\$ 122,826	\$ 126,548	\$ 130,269	\$ 133,991	\$ 137,712	\$ 141,434	\$ 145,155	\$ 148,877	\$ 152,598	50%	
GG-13	\$ 128,354	\$ 132,633	\$ 136,912	\$ 141,191	\$ 145,470	\$ 149,749	\$ 154,028	\$ 158,307	\$ 162,586	\$ 166,865	\$ 171,144	\$ 175,422	45%	
GG-14	\$ 146,446	\$ 151,327	\$ 156,209	\$ 161,091	\$ 165,973	\$ 170,855	\$ 175,736	\$ 180,618	\$ 185,500	\$ 190,382	\$ 191,900	\$ 191,900	40%	
GG-15	\$ 172,257	\$ 177,999	\$ 183,740	\$ 189,482	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	40%	

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

Cyber WR AS 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, (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, and (631) Information Systems Security 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	\$ 65,887	\$ 68,083	\$ 70,279	\$ 72,476	\$ 74,672	\$ 76,869	\$ 79,065	\$ 81,262	\$ 83,458	\$ 85,654	\$ 87,851	\$ 90,047	57%	
GG-08	\$ 76,219	\$ 78,759	\$ 81,300	\$ 83,840	\$ 86,380	\$ 88,921	\$ 91,461	\$ 94,002	\$ 96,542	\$ 99,082	\$ 101,623	\$ 104,163	64%	
GG-09	\$ 85,724	\$ 88,582	\$ 91,439	\$ 94,297	\$ 97,154	\$ 100,011	\$ 102,869	\$ 105,726	\$ 108,583	\$ 111,441	\$ 114,298	\$ 117,156	67%	
GG-10	\$ 90,445	\$ 93,459	\$ 96,474	\$ 99,488	\$ 102,502	\$ 105,517	\$ 108,531	\$ 111,546	\$ 114,560	\$ 117,574	\$ 120,589	\$ 123,603	69%	
GG-11	\$ 108,066	\$ 111,668	\$ 115,270	\$ 118,872	\$ 122,473	\$ 126,075	\$ 129,677	\$ 133,279	\$ 136,881	\$ 140,482	\$ 144,084	\$ 147,686	74%	
GG-12	\$ 116,128	\$ 119,998	\$ 123,869	\$ 127,739	\$ 131,609	\$ 135,480	\$ 139,350	\$ 143,220	\$ 147,091	\$ 150,961	\$ 154,832	\$ 158,702	56%	
GG-13	\$ 124,813	\$ 128,974	\$ 133,135	\$ 137,296	\$ 141,457	\$ 145,618	\$ 149,779	\$ 153,940	\$ 158,100	\$ 162,261	\$ 166,422	\$ 170,583	41%	
GG-14	\$ 145,400	\$ 150,246	\$ 155,093	\$ 159,940	\$ 164,787	\$ 169,634	\$ 174,481	\$ 179,328	\$ 184,175	\$ 189,022	\$ 193,900	\$ 198,900	39%	
GG-15	\$ 171,027	\$ 176,727	\$ 182,428	\$ 188,128	\$ 193,900	\$ 199,900	\$ 205,900	\$ 211,900	\$ 217,900	\$ 223,900	\$ 229,900	\$ 235,900	39%	
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