



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

OCT 19 2023

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 Supplements (TLMS) to include grades 14 and 15, as well as increases for certain supplement rates on the A7 through A9 tables. The attached TLMS tables are approved and will be effective the first day of the first pay period beginning on or after the date of this memorandum. These new rates will ensure proper pay progression through grade 15 and will keep the CES TLMS at or above title 5 special salary rates for similar positions.

The CES TLMS 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 their 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 Department of Defense Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017.

My point of contact is Mr. Gary Kistner at gary.w.kistner.civ@mail.mil or (703) 801-7353.

Ashish S. Vazirani

Attachment:
As stated

**Department of Defense
Cyber Excepted Service (CES) Personnel System
GG Grade Ranges for 2023**

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
GG-1	\$ 20,999	\$ 21,704	\$ 22,401	\$ 23,097	\$ 23,794	\$ 24,202	\$ 24,893	\$ 25,589	\$ 25,617	\$ 26,273	\$ 26,929	\$ 27,585
GG-2	\$ 23,612	\$ 24,174	\$ 24,956	\$ 25,617	\$ 25,906	\$ 26,668	\$ 27,430	\$ 28,192	\$ 28,954	\$ 29,716	\$ 30,478	\$ 31,240
GG-3	\$ 25,764	\$ 26,623	\$ 27,482	\$ 28,341	\$ 29,200	\$ 30,059	\$ 30,918	\$ 31,777	\$ 32,636	\$ 33,495	\$ 34,354	\$ 35,213
GG-4	\$ 28,921	\$ 29,885	\$ 30,849	\$ 31,813	\$ 32,777	\$ 33,741	\$ 34,705	\$ 35,669	\$ 36,633	\$ 37,597	\$ 38,561	\$ 39,525
GG-5	\$ 32,357	\$ 33,436	\$ 34,515	\$ 35,594	\$ 36,673	\$ 37,752	\$ 38,831	\$ 39,910	\$ 40,989	\$ 42,068	\$ 43,147	\$ 44,226
GG-6	\$ 36,070	\$ 37,272	\$ 38,474	\$ 39,676	\$ 40,878	\$ 42,080	\$ 43,282	\$ 44,484	\$ 45,686	\$ 46,888	\$ 48,090	\$ 49,292
GG-7	\$ 40,082	\$ 41,418	\$ 42,754	\$ 44,090	\$ 45,426	\$ 46,762	\$ 48,098	\$ 49,434	\$ 50,770	\$ 52,106	\$ 53,442	\$ 54,778
GG-8	\$ 44,389	\$ 45,869	\$ 47,349	\$ 48,829	\$ 50,309	\$ 51,789	\$ 53,269	\$ 54,749	\$ 56,229	\$ 57,709	\$ 59,189	\$ 60,669
GG-9	\$ 49,028	\$ 50,662	\$ 52,296	\$ 53,930	\$ 55,564	\$ 57,198	\$ 58,832	\$ 60,466	\$ 62,100	\$ 63,734	\$ 65,368	\$ 67,002
GG-10	\$ 53,990	\$ 55,790	\$ 57,590	\$ 59,390	\$ 61,190	\$ 62,990	\$ 64,790	\$ 66,590	\$ 68,390	\$ 70,190	\$ 71,990	\$ 73,790
GG-11	\$ 59,319	\$ 61,296	\$ 63,273	\$ 65,250	\$ 67,227	\$ 69,204	\$ 71,181	\$ 73,158	\$ 75,135	\$ 77,112	\$ 79,089	\$ 81,066
GG-12	\$ 71,099	\$ 73,469	\$ 75,839	\$ 78,209	\$ 80,579	\$ 82,949	\$ 85,319	\$ 87,689	\$ 90,059	\$ 92,429	\$ 94,799	\$ 97,169
GG-13	\$ 84,546	\$ 87,364	\$ 90,182	\$ 93,000	\$ 95,818	\$ 98,636	\$ 101,454	\$ 104,272	\$ 107,090	\$ 109,908	\$ 112,726	\$ 115,544
GG-14	\$ 99,908	\$ 103,238	\$ 106,568	\$ 109,898	\$ 113,228	\$ 116,558	\$ 119,888	\$ 123,218	\$ 126,548	\$ 129,878	\$ 133,208	\$ 136,538
GG-15	\$ 117,518	\$ 121,435	\$ 125,352	\$ 129,269	\$ 133,186	\$ 137,103	\$ 141,020	\$ 144,937	\$ 148,854	\$ 152,771	\$ 156,688	\$ 160,605

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: MMM DD, 2023

OPM Locality	6 Work Role Group	3 Work Role Group
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
Foreign Locations	A4	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