



PERSONNEL AND
READINESS

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

MAR 06 2024

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 tables A2 through A9 for the following work roles: (212) Cyber Defense Forensics Analyst, (521) Cyber Defense Infrastructure Support Specialist, and (631) Information Systems Security Developer. The addition of these work roles will reduce pay disparities between the CES and the private sector, as well as improve the Department's overall recruiting and retention for these positions.

This approval also includes the addition of the following four new localities for coverage on TLMS tables A1 and A8: Fresno-Madera-Hanford, California; Reno-Fernley, Nevada; Rochester-Batavia-Seneca Falls, New York; and Spokane-Spokane Valley-Coeur d'Alene, Washington-Idaho. The new localities were made effective for General Schedule positions on January 14, 2024 by the Office of Personnel Management and are now being established for CES TLMS tables to provide continuity of coverage for employees who had been previously covered on these same tables under the "Rest of United States" locality.

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. The CES TLMS will be reviewed annually by the Office of the DoD Chief Information Officer Workforce Innovation Directorate to ensure the rates are still necessary to meet mission requirements. Eligibility is determined by the incumbents' current status within CES and their primary work roles having been coded as roles that are 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."

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.

Ashish S. Vazirani
Acting

Attachment:
As stated

Cyber WR A1													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 01 JAN 2024 Provides coverage for (321) Network Operator, (322) Interactive Operator and (121) Exploitation Analyst work role code													
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 A3	Cyber Excepted Service													
	Targeted Local Market Supplement													
	Effective Date: Upon Approval Signature from USD(P&R)													
	(212) Cyber Defense Forensics Analyst, (461) System Security 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 work role codes													
	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	\$ 70,503	\$ 72,853	\$ 75,204	\$ 77,554	\$ 79,904	\$ 82,254	\$ 84,605	\$ 86,955	\$ 89,305	\$ 91,656	\$ 94,006	\$ 96,356	68%
GG - 08	\$ 79,472	\$ 82,121	\$ 84,770	\$ 87,419	\$ 90,067	\$ 92,716	\$ 95,365	\$ 98,014	\$ 100,663	\$ 103,311	\$ 105,960	\$ 108,609	71%	
GG - 09	\$ 88,804	\$ 91,764	\$ 94,724	\$ 97,684	\$ 100,644	\$ 103,605	\$ 106,565	\$ 109,525	\$ 112,485	\$ 115,445	\$ 118,405	\$ 121,365	73%	
GG - 10	\$ 97,793	\$ 101,053	\$ 104,312	\$ 107,571	\$ 110,831	\$ 114,090	\$ 117,349	\$ 120,609	\$ 123,868	\$ 127,127	\$ 130,387	\$ 133,646	73%	
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	\$ 115,384	\$ 119,229	\$ 123,075	\$ 126,920	\$ 130,766	\$ 134,611	\$ 138,457	\$ 142,302	\$ 146,148	\$ 149,994	\$ 153,839	\$ 157,685	55%	
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	\$ 167,336	\$ 172,913	\$ 178,490	\$ 184,068	\$ 189,645	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	36%	
	Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A9

Cyber Excepted Service
Targeted Local Market Supplement

Effective Date: Upon Approval Signature from USD(P&R)

(212) Cyber Defense Forensics Analyst, (461) System Security 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 work role codes

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	\$ 64,208	\$ 66,348	\$ 68,489	\$ 70,629	\$ 72,770	\$ 74,910	\$ 77,051	\$ 79,191	\$ 81,332	\$ 83,472	\$ 85,613	\$ 87,753	53%
GG - 08	\$ 71,107	\$ 73,477	\$ 75,847	\$ 78,217	\$ 80,587	\$ 82,957	\$ 85,327	\$ 87,697	\$ 90,067	\$ 92,436	\$ 94,806	\$ 97,176	53%
GG - 09	\$ 78,538	\$ 81,156	\$ 83,774	\$ 86,391	\$ 89,009	\$ 91,627	\$ 94,245	\$ 96,863	\$ 99,481	\$ 102,098	\$ 104,716	\$ 107,334	53%
GG - 10	\$ 82,531	\$ 85,282	\$ 88,032	\$ 90,783	\$ 93,533	\$ 96,284	\$ 99,035	\$ 101,785	\$ 104,536	\$ 107,287	\$ 110,037	\$ 112,788	46%
GG - 11	\$ 86,950	\$ 89,848	\$ 92,746	\$ 95,644	\$ 98,542	\$ 101,440	\$ 104,338	\$ 107,236	\$ 110,134	\$ 113,032	\$ 115,930	\$ 118,828	40%
GG - 12	\$ 99,007	\$ 102,306	\$ 105,606	\$ 108,906	\$ 112,205	\$ 115,505	\$ 118,805	\$ 122,105	\$ 125,404	\$ 128,704	\$ 132,004	\$ 135,304	33%
GG - 13	\$ 111,535	\$ 115,253	\$ 118,972	\$ 122,690	\$ 126,408	\$ 130,127	\$ 133,845	\$ 137,563	\$ 141,281	\$ 145,000	\$ 148,718	\$ 152,436	26%
GG - 14	\$ 130,755	\$ 135,114	\$ 139,473	\$ 143,831	\$ 148,190	\$ 152,549	\$ 156,908	\$ 161,266	\$ 165,625	\$ 169,984	\$ 174,343	\$ 178,701	25%
GG - 15	\$ 153,801	\$ 158,928	\$ 164,054	\$ 169,180	\$ 174,306	\$ 179,433	\$ 184,559	\$ 189,685	\$ 194,811	\$ 199,937	\$ 205,063	\$ 210,189	25%

OPM Locality	Regional Tables	Global Table
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-Georgetown, TX	A8	A1
Birmingham-Hoover-Talladega, AL	A8	A1
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	A6	A1
Buffalo-Cheektowaga-Olean, NY	A7	A1
Burlington-South Burlington-Barre, 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-PA	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-Kettering, 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
Fresno-Madera-Hanford, CA	A8	A1
Harrisburg-Lebanon, PA	A8	A1
Hartford-West Hartford, CT-MA	A6	A1
Hawaii	A9	A1
Houston-The Woodlands, TX	A4	A1
Huntsville-Decatur, AL-TN	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-Port St. Lucie-Fort Lauderdale, 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, AZ	A7	A1
Pittsburgh-New Castle-Weirton, PA-OH-WV	A7	A1
Portland-Vancouver-Salem, OR-WA	A6	A1
Raleigh-Durham-Cary, NC	A7	A1
Reno-Fernley, NV	A8	A1
Rest of US	A8	A1
Richmond, VA	A7	A1
Rochester-Batavia-Seneca Falls, NY	A8	A1
Sacramento-Roseville, CA-NV	A6	A1
San Antonio-New Braunfels-Pearsall, TX	A8	A1
San Diego-Chula Vista-Carlsbad, CA	A5	A1
San Jose-San Francisco-Oakland, CA	A2	A1
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	A8	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