



MANPOWER AND
RESERVE AFFAIRS

OFFICE OF THE ASSISTANT SECRETARY OF WAR
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2026 Department of War Cyber Excepted Service Pay Rates

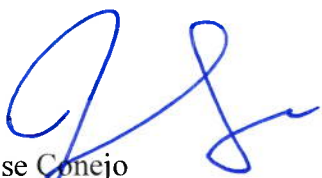
References: (a) Section 1599f of Title 10, United States Code
(b) DoD Instruction (DoDI) 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017, as amended
(c) Executive Order, "Adjustment of Certain Rates of Pay," December 18, 2025

The attached tables establish 2026 Department of War Cyber Excepted Service (CES) pay rates in accordance with the personnel authorities established in references (a) and (b). The rates have been adjusted based on the 2026 General Schedule (GS) base pay table and locality percentages as authorized by the President in reference (c) and are reflected in the 2026 CES General Government and Local Market Supplement (LMS) percentages.

In accordance with section 3.4 of reference (b), the Office of Personnel Management calendar year 2026 special salary rates tables will remain in use for eligible CES employees if Targeted Local Market Supplements (TLMS) are not established for their positions. TLMS rates directly linked to a specific CES local market area and corresponding to a GS locality pay area will be adjusted automatically by the same percentage as the GS locality rates in accordance with section 3.4.g of reference (b) if GS locality pay rates are adjusted by an Executive Order or by an act of Congress.

In accordance with reference (c), the effective date for these changes is the first day of the first applicable pay period beginning on or after January 1, 2026. All rates are limited by the 2026 Executive Level IV rate of \$197,200.

My point of contact for this matter is Alfredo Rodriguez at (580) 483-4799 or alfredo.rodriguez159.civ@mail.mil.


Jose Conejo
Acting Principal Director for Civilian
Personnel Policy

Attachment:
As stated

cc:

Office of the DoW Chief Information Officer

Deputy Assistant Secretary of War for Civilian Personnel Policy

Director of Human Capital Management Office, Office of the Under Secretary of War
for Intelligence

DISTRIBUTION: ASSISTANT G-1 FOR CIVILIAN PERSONNEL POLICY
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(WASHINGTON HEADQUARTERS SERVICES)
EXECUTIVE DIRECTOR, HUMAN RESOURCES
(DEFENSE CONTRACT MANAGEMENT AGENCY)

**2026 Department of War
Cyber Excepted Service (CES) Personnel System
General Government (GG) Pay Tables**

1.7% increase to GG base pay as authorized by Executive Order dated 18 December 2025

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	\$ 22,584	\$ 23,341	\$ 24,092	\$ 24,840	\$ 25,589	\$ 26,028	\$ 26,771	\$ 27,519	\$ 27,550	\$ 28,248	\$ 29,005	\$ 29,762
GG-2	\$ 25,393	\$ 25,997	\$ 26,839	\$ 27,550	\$ 27,858	\$ 28,677	\$ 29,496	\$ 30,315	\$ 31,134	\$ 31,953	\$ 32,557	\$ 33,161
GG-3	\$ 27,708	\$ 28,632	\$ 29,556	\$ 30,480	\$ 31,404	\$ 32,328	\$ 33,252	\$ 34,176	\$ 35,100	\$ 36,024	\$ 36,948	\$ 37,872
GG-4	\$ 31,103	\$ 32,140	\$ 33,177	\$ 34,214	\$ 35,251	\$ 36,288	\$ 37,325	\$ 38,362	\$ 39,399	\$ 40,436	\$ 41,473	\$ 42,510
GG-5	\$ 34,799	\$ 35,959	\$ 37,119	\$ 38,279	\$ 39,439	\$ 40,599	\$ 41,759	\$ 42,919	\$ 44,079	\$ 45,239	\$ 46,399	\$ 47,559
GG-6	\$ 38,791	\$ 40,084	\$ 41,377	\$ 42,670	\$ 43,963	\$ 45,256	\$ 46,549	\$ 47,842	\$ 49,135	\$ 50,428	\$ 51,721	\$ 53,014
GG-7	\$ 43,106	\$ 44,543	\$ 45,980	\$ 47,417	\$ 48,854	\$ 50,291	\$ 51,728	\$ 53,165	\$ 54,602	\$ 56,039	\$ 57,476	\$ 58,913
GG-8	\$ 47,738	\$ 49,329	\$ 50,920	\$ 52,511	\$ 54,102	\$ 55,693	\$ 57,284	\$ 58,875	\$ 60,466	\$ 62,057	\$ 63,648	\$ 65,239
GG-9	\$ 52,727	\$ 54,485	\$ 56,243	\$ 58,001	\$ 59,759	\$ 61,517	\$ 63,275	\$ 65,033	\$ 66,791	\$ 68,549	\$ 70,307	\$ 72,065
GG-10	\$ 58,064	\$ 59,939	\$ 61,934	\$ 63,869	\$ 65,804	\$ 67,739	\$ 69,674	\$ 71,609	\$ 73,544	\$ 75,479	\$ 77,414	\$ 79,349
GG-11	\$ 63,795	\$ 65,922	\$ 68,049	\$ 70,176	\$ 72,303	\$ 74,430	\$ 76,557	\$ 78,684	\$ 80,811	\$ 82,938	\$ 85,065	\$ 87,192
GG-12	\$ 76,463	\$ 79,012	\$ 81,561	\$ 84,110	\$ 86,659	\$ 89,208	\$ 91,757	\$ 94,306	\$ 96,855	\$ 99,404	\$ 101,953	\$ 104,502
GG-13	\$ 90,925	\$ 93,956	\$ 96,987	\$ 100,018	\$ 103,049	\$ 106,080	\$ 109,111	\$ 112,142	\$ 115,173	\$ 118,204	\$ 121,235	\$ 124,266
GG-14	\$ 107,446	\$ 111,028	\$ 114,610	\$ 118,192	\$ 121,774	\$ 125,356	\$ 128,938	\$ 132,520	\$ 136,102	\$ 139,684	\$ 143,266	\$ 146,848
GG-15	\$ 126,384	\$ 130,597	\$ 134,810	\$ 139,023	\$ 143,236	\$ 147,449	\$ 151,662	\$ 155,875	\$ 160,088	\$ 164,301	\$ 168,514	\$ 172,727

Effective the first day of the first applicable pay period beginning on or after January 1, 2026

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.

**2026 Department of War
Cyber Excepted Service (CES) Personnel System
Local Market Supplement (LMS) Rates**

Locality Pay Area	Locality Payment
Alaska	32.36%
Albany-Schenectady, NY-MA	20.77%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	23.79%
Austin-Round Rock-Georgetown, TX	20.35%
Birmingham-Hoover-Talladega, AL	18.24%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%
Buffalo-Cheektowaga-Olean, NY	22.41%
Burlington-South Burlington-Barre, VT	19.45%
Charlotte-Concord, NC-SC	19.67%
Chicago-Naperville, IL-IN-WI	30.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%
Cleveland-Akron-Canton, OH-PA	22.23%
Colorado Springs, CO	20.15%
Columbus-Marion-Zanesville, OH	22.15%
Corpus Christi-Kingsville-Alice, TX	17.63%
Dallas-Fort Worth, TX-OK	27.26%
Davenport-Moline, IA-IL	18.93%
Dayton-Springfield-Kettering, OH	21.42%
Denver-Aurora, CO	30.52%
Des Moines-Ames-West Des Moines, IA	18.01%
Detroit-Warren-Ann Arbor, MI	29.12%
Fresno-Madera-Hanford, CA	17.65%
Harrisburg-Lebanon, PA	19.43%
Hartford-West Hartford, CT-MA	32.08%
Hawaii	22.21%
Houston-The Woodlands, TX	35.00%
Huntsville-Decatur, AL-TN	21.91%
Indianapolis-Carmel-Muncie, IN	18.15%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%
Laredo, TX	21.59%
Las Vegas-Henderson, NV-AZ	19.57%
Los Angeles-Long Beach, CA	36.47%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%
Milwaukee-Racine-Waukesha, WI	22.42%
Minneapolis-St. Paul, MN-WI	27.62%
New York-Newark, NY-NJ-CT-PA	37.95%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%
Palm Bay-Melbourne-Titusville, FL	17.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%
Phoenix-Mesa, AZ	22.45%

Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%
Portland-Vancouver-Salem, OR-WA	26.13%
Raleigh-Durham-Cary, NC	22.24%
Reno-Fernley, NV	17.52%
Rest of US (Including Territories and Possessions)	17.06%
Richmond, VA	22.28%
Rochester-Batavia-Seneca Falls, NY	17.88%
Sacramento-Roseville, CA-NV	29.76%
San Antonio-New Braunfels-Pearsall, TX	18.78%
San Diego-Chula Vista-Carlsbad, CA	33.72%
San Jose-San Francisco-Oakland, CA	46.34%
Seattle-Tacoma, WA	31.57%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%
St. Louis-St. Charles-Farmington, MO-IL	20.03%
Tucson-Nogales, AZ	19.28%
Virginia Beach-Norfolk, VA-NC	18.80%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%
Note: The 2026 locality rate replaces the 2025 locality rate. It is not paid in addition to or on top of the 2025 locality rate.	

AUTHORITY: CES local market supplement rates are authorized in accordance with DoDI 1400.25, Volume 3006, “DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration,” August 15, 2017.

**2026 Department of War
Cyber Excepted Service (CES) Personnel System
Targeted Local Market Supplement (TLMS) Rates**

Cyber WRA1 Global													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: Upon USDI(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
GS-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%
GS-08	\$ 95,476	\$ 98,858	\$ 101,840	\$ 105,022	\$ 108,204	\$ 111,386	\$ 114,568	\$ 117,750	\$ 120,932	\$ 124,114	\$ 127,296	\$ 130,478	100%
GS-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%
GS-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%
GS-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%
GS-12	\$ 123,987	\$ 134,320	\$ 138,654	\$ 142,987	\$ 147,320	\$ 151,654	\$ 155,987	\$ 160,320	\$ 164,654	\$ 168,987	\$ 173,320	\$ 177,653	70%
GS-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%
GS-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%
GS-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%

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

Cyber WRA2 Regional		Cyber Excepted Service Targeted Local Market Supplement Effective Date: Upon USDP(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, (652) Security Architect and (722) Information Systems Security Manager														
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	\$ 148,540	\$ 153,399	\$ 158,228	\$ 162,817	\$ 167,606	\$ 172,395	\$ 177,184	\$ 181,973	\$ 186,762	\$ 191,551	\$ 196,340	58%	
GG-14	\$ 161,163	\$ 166,542	\$ 171,915	\$ 177,288	\$ 182,661	\$ 188,034	\$ 193,407	\$ 198,780	\$ 204,153	\$ 209,526	\$ 214,900	\$ 220,273	58%	
GG-15	\$ 187,048	\$ 193,284	\$ 199,200	\$ 205,200	\$ 211,200	\$ 217,200	\$ 223,200	\$ 229,200	\$ 235,200	\$ 241,200	\$ 247,200	\$ 253,200	48%	
Established under authority provided in DoDI 3000.25 Vol 3006 Section 3.4.a														

Cyber WRA3 Regional		Cyber Excepted Service Targeted Local Market Supplement Effective Date: Upon USDP(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, (652) Security Architect and (722) Information Systems Security Manager														
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	\$ 72,418	\$ 74,832	\$ 77,246	\$ 79,661	\$ 82,075	\$ 84,489	\$ 86,903	\$ 89,317	\$ 91,731	\$ 94,146	\$ 96,560	\$ 98,974	68%	
GG-08	\$ 81,632	\$ 84,353	\$ 87,073	\$ 89,794	\$ 92,514	\$ 95,235	\$ 97,956	\$ 100,676	\$ 103,397	\$ 106,117	\$ 108,838	\$ 111,559	71%	
GG-09	\$ 91,218	\$ 94,259	\$ 97,300	\$ 100,342	\$ 103,383	\$ 106,424	\$ 109,466	\$ 112,507	\$ 115,548	\$ 118,590	\$ 121,631	\$ 124,672	73%	
GG-10	\$ 100,451	\$ 103,798	\$ 107,146	\$ 110,493	\$ 113,841	\$ 117,188	\$ 120,536	\$ 123,884	\$ 127,231	\$ 130,579	\$ 133,926	\$ 137,274	73%	
GG-11	\$ 109,089	\$ 112,727	\$ 116,364	\$ 120,001	\$ 123,638	\$ 127,275	\$ 130,912	\$ 134,550	\$ 138,187	\$ 141,824	\$ 145,461	\$ 149,098	71%	
GG-12	\$ 118,518	\$ 122,469	\$ 126,420	\$ 130,371	\$ 134,321	\$ 138,272	\$ 142,223	\$ 146,174	\$ 150,125	\$ 154,076	\$ 158,027	\$ 161,978	55%	
GG-13	\$ 131,841	\$ 136,236	\$ 140,631	\$ 145,026	\$ 149,421	\$ 153,816	\$ 158,211	\$ 162,606	\$ 167,001	\$ 171,396	\$ 175,791	\$ 180,186	45%	
GG-14	\$ 150,424	\$ 155,439	\$ 160,454	\$ 165,469	\$ 170,484	\$ 175,498	\$ 180,513	\$ 185,528	\$ 190,543	\$ 195,558	\$ 197,200	\$ 197,200	40%	
GG-15	\$ 171,882	\$ 177,612	\$ 183,342	\$ 189,071	\$ 194,801	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	\$ 197,200	36%	

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

[illegible]

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
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
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-Chula Vista-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