



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2024 Department of Defense Cyber Excepted Service Pay Rates

- References:
- (a) Section 1599f of Title 10, United States Code
 - (b) Department of Defense (DoD) Instruction (DoDI) 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017
 - (c) Executive Order 14113, "Adjustment of Certain Rates of Pay," December 21, 2023
 - (d) Office of Personnel Management (OPM) – "General Schedule Locality Pay Areas," Federal Register Volume 88, Number 220 (November 16, 2023), 78631

The attached tables establish the 2024 DoD CES pay rates in accordance with the personnel authorities established in references (a) and (b). The rates have been adjusted based on the 2024 General Schedule (GS) base pay table and locality percentages, and reflects CES General Government and Local Market Supplement (LMS) percentages, as authorized by the President in the Executive Order at reference (c). Furthermore, in accordance with section 3.3 of reference (b), four new LMS are established for 2024: Fresno-Madera-Hanford, California; Reno-Fernley, Nevada; Rochester-Batavia-Seneca Falls, New York; and Spokane-Spokane Valley-Coeur d'Alene, Washington-Idaho. These LMS are added as a result of Federal Register at reference (d), which updated regulations in title 5, Code of Federal Regulations, Part 531, to change locality pay area definitions and establish these four new localities.

In accordance with section 3.4 of reference (b), the use of the OPM established calendar year 2024 special salary rates tables shall continue in the absence of established Total Local Market Supplements (TLMS) for the CES. 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) and (d), the effective date for these changes is the first day of the first applicable pay period beginning on or after January 1, 2024. All rates are limited by the 2024 Executive Level IV rate of \$191,900.

My point of contact for this matter is Dan Moran at (732) 395-1915 or daniel.w.moran5.ctr@mail.mil.

Daniel J. Hester
Director

Attachments:
As stated

cc:
Under Secretary of Defense for Intelligence, Director of Human Capital Management Office
Office of the DoD Chief Information Officer (DoD CIO)
Deputy Assistant Secretary of Defense for Civilian Personnel Policy

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**2024 Department of Defense
Cyber Excepted Service (CES) Personnel System
GG Grade Ranges**

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	\$ 21,986	\$ 22,724	\$ 23,454	\$ 24,183	\$ 24,912	\$ 25,339	\$ 26,063	\$ 26,792	\$ 26,821	\$ 27,502	\$ 28,207	\$ 28,912
GG-2	\$ 24,722	\$ 25,310	\$ 26,129	\$ 26,821	\$ 27,124	\$ 27,922	\$ 28,720	\$ 29,518	\$ 30,316	\$ 31,114	\$ 31,912	\$ 32,710
GG-3	\$ 26,975	\$ 27,874	\$ 28,773	\$ 29,672	\$ 30,571	\$ 31,470	\$ 32,369	\$ 33,268	\$ 34,167	\$ 35,066	\$ 35,965	\$ 36,864
GG-4	\$ 30,280	\$ 31,289	\$ 32,298	\$ 33,307	\$ 34,316	\$ 35,325	\$ 36,334	\$ 37,343	\$ 38,352	\$ 39,361	\$ 40,370	\$ 41,379
GG-5	\$ 33,878	\$ 35,007	\$ 36,136	\$ 37,265	\$ 38,394	\$ 39,523	\$ 40,652	\$ 41,781	\$ 42,910	\$ 44,039	\$ 45,168	\$ 46,297
GG-6	\$ 37,765	\$ 39,024	\$ 40,283	\$ 41,542	\$ 42,801	\$ 44,060	\$ 45,319	\$ 46,578	\$ 47,837	\$ 49,096	\$ 50,355	\$ 51,614
GG-7	\$ 41,966	\$ 43,365	\$ 44,764	\$ 46,163	\$ 47,562	\$ 48,961	\$ 50,360	\$ 51,759	\$ 53,158	\$ 54,557	\$ 55,956	\$ 57,355
GG-8	\$ 46,475	\$ 48,024	\$ 49,573	\$ 51,122	\$ 52,671	\$ 54,220	\$ 55,769	\$ 57,318	\$ 58,867	\$ 60,416	\$ 61,965	\$ 63,514
GG-9	\$ 51,332	\$ 53,043	\$ 54,754	\$ 56,465	\$ 58,176	\$ 59,887	\$ 61,598	\$ 63,309	\$ 65,020	\$ 66,731	\$ 68,442	\$ 70,153
GG-10	\$ 56,528	\$ 58,412	\$ 60,296	\$ 62,180	\$ 64,064	\$ 65,948	\$ 67,832	\$ 69,716	\$ 71,600	\$ 73,484	\$ 75,368	\$ 77,252
GG-11	\$ 62,107	\$ 64,177	\$ 66,247	\$ 68,317	\$ 70,387	\$ 72,457	\$ 74,527	\$ 76,597	\$ 78,667	\$ 80,737	\$ 82,807	\$ 84,877
GG-12	\$ 74,441	\$ 76,922	\$ 79,403	\$ 81,884	\$ 84,365	\$ 86,846	\$ 89,327	\$ 91,808	\$ 94,289	\$ 96,770	\$ 99,251	\$ 101,732
GG-13	\$ 88,520	\$ 91,471	\$ 94,422	\$ 97,373	\$ 100,324	\$ 103,275	\$ 106,226	\$ 109,177	\$ 112,128	\$ 115,079	\$ 118,030	\$ 120,981
GG-14	\$ 104,604	\$ 108,091	\$ 111,578	\$ 115,065	\$ 118,552	\$ 122,039	\$ 125,526	\$ 129,013	\$ 132,500	\$ 135,987	\$ 139,474	\$ 142,961
GG-15	\$ 123,041	\$ 127,142	\$ 131,243	\$ 135,344	\$ 139,445	\$ 143,546	\$ 147,647	\$ 151,748	\$ 155,849	\$ 159,950	\$ 164,051	\$ 168,152

Effective the first day of the first applicable pay period beginning on or after January 1, 2024

AUTHORITY: CES grade rate ranges are authorized in accordance with Department of Defense Instruction (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.

**2024 Department of Defense
Cyber Excepted Service (CES) Personnel System
Local Market Supplement (LMS) Rates**

Locality	Locality Payment
Alaska	31.96%
Albany-Schenectady, NY-MA	20.25%
Albuquerque-Santa Fe-Las Vegas, NM	18.05%
Atlanta-Athens-Clarke County--Sandy Springs, GA-AL	23.45%
Austin-Round Rock-Georgetown, TX	19.99%
Birmingham-Hoover-Talladega, AL	17.91%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	31.97%
Buffalo-Cheektowaga-Olean, NY	21.99%
Burlington-South Burlington-Barre, VT	18.97%
Charlotte-Concord, NC-SC	19.26%
Chicago-Naperville, IL-IN-WI	30.41%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.69%
Cleveland-Akron-Canton, OH-PA	22.01%
Colorado Springs, CO	19.73%
Columbus-Marion-Zanesville, OH	21.80%
Corpus Christi-Kingsville-Alice, TX	17.40%
Dallas-Fort Worth, TX-OK	26.91%
Davenport-Moline, IA-IL	18.66%
Dayton-Springfield-Kettering, OH	21.14%
Denver-Aurora, CO	29.88%
Des Moines-Ames-West Des Moines, IA	17.68%
Detroit-Warren-Ann Arbor, MI	28.82%
Fresno-Madera-Hanford, CA	17.15%
Harrisburg-Lebanon, PA	19.10%
Hartford-West Hartford, CT-MA	31.62%
Hawaii	21.79%
Houston-The Woodlands, TX	34.72%
Huntsville-Decatur, AL-TN	21.48%
Indianapolis-Carmel-Muncie, IN	17.89%
Kansas City-Overland Park-Kansas City, MO-KS	18.65%
Laredo, TX	21.33%
Las Vegas-Henderson, NV-AZ	19.23%
Los Angeles-Long Beach, CA	35.84%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.42%
Milwaukee-Racine-Waukesha, WI	22.15%
Minneapolis-St. Paul, MN-WI	27.15%
New York-Newark, NY-NJ-CT-PA	37.24%
Omaha-Council Bluffs-Fremont, NE-IA	17.94%
Palm Bay-Melbourne-Titusville, FL	17.60%

Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.55%
Phoenix-Mesa, AZ	22.02%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.78%
Portland-Vancouver-Salem, OR-WA	25.66%
Raleigh-Durham-Cary, NC	21.90%
Reno-Fernley, NV	17.11%
Rest of U.S. (Includes Territories and Possessions)	16.82%
Richmond, VA	21.91%
Rochester-Batavia-Seneca Falls, NY	17.35%
Sacramento-Roseville, CA-NV	29.16%
San Antonio-New Braunfels-Pearsall, TX	18.49%
San Diego-Chula Vista-Carlsbad, CA	33.05%
San Jose-San Francisco-Oakland, CA	45.41%
Seattle-Tacoma, WA	30.81%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.18%
St. Louis-St. Charles-Farmington, MO-IL	19.63%
Tucson-Nogales, AZ	18.92%
Virginia Beach-Norfolk, VA-NC	18.46%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.26%

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.

**2024 Department of Defense
Cyber Excepted Service (CES) Personnel System
Targeted Local Market Supplement (TLMS) Rates**

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Cyber WR A4													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 01 JAN 2024 Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software 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	\$ 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 DoD 1400.25 Vol 3006 Section 3.4.a													

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