

# Cyber Excepted Service (CES) HR Elements Course

Lesson 2

## *Introduction to the Department of Defense (DoD) Cyber Excepted Service Personnel System*



DoD CIO





# Learning Topics

- Cyber Excepted Service
- History
- Personnel Policies
- Scope and Applicability
- Cyber Mission Imperatives
- Key Attributes
- Design Concepts
- Key Roles and Responsibilities
- Employee Implications
- Manager and Supervisor Implications
- Implementation Support and Schedule
- Conversion Process
- Training Courses





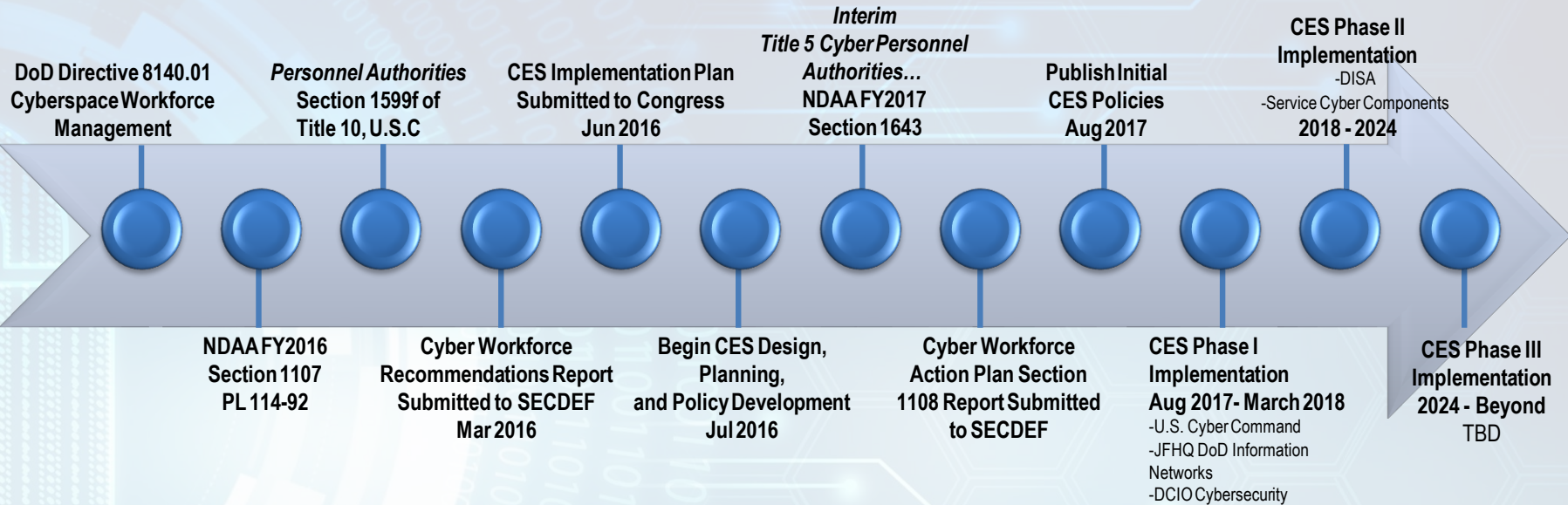
# Cyber Excepted Service

- Focuses on a personnel system, aligned to both Title 10 and Title 5 provisions, that supports the human capital lifecycle for civilian employees engaged in or in support of a cyber-related missions
- Promotes a culture that is based upon mission requirements and employee capabilities
- Offers flexibilities for the recruitment, retention, and development of cyber professionals across DoD
- Furthers advancements of the strategic goals for the Office of the DoD Chief Information Officer, Principal Cyber Advisor, and U.S. Cyber Command

*An Enterprise approach for managing the DoD cyber workforce...*



# History





# Personnel Policies

## Personnel Authorities: Section 1599f of Title 10, Chapter 81, United States Code

- Initial Personnel Policies for CES Implementation:
  - Title 10 DoD Instruction 1400.25:
    - Volume 3001, *Introduction*
    - Volume 3005, *Employment and Placement*
    - Volume 3006, *Compensation Administration*
    - Volume 3007, *Occupational Structure*
  - Title 5 Provisions will continue for:
    - Performance Management
    - Disciplinary and Adverse Actions
    - Employee Grievances
    - MSPB Appeal Rights
    - Collective Bargaining

### The CES Policies Completed:

- ✓ DoD Directives Issuance Website
- ✓ USD(P&R) Signature
- ✓ DoD Security and Pre-Publication Review
- ✓ Final DoD Office of General Counsel Legal Sufficiency Review
- ✓ OPM Coordination
- ✓ OGC Pre-Legal Sufficiency Review (LSR)
- ✓ Union National Consultation Rights (NCR)
- ✓ DoD Component CES Policy Familiarization Sessions



# Scope and Applicability

- **CES applies to:**

DoD positions that perform, manage, supervise, or support functions necessary to execute the responsibilities of the United States Cyber Command, pursuant to Section 1599f of Title 10, U.S.C.

## Scope: CES Designated Organizations

Phase I: U.S. Cyber Command, Joint Force HQ DoD Information Networks, DCIO Cybersecurity

Phase II: Defense Information Systems Agency, Service Cyber Components

- **CES does not apply to:**

- Defense Civilian Intelligence Personnel System, Federal Wage System, non-appropriated fund employees, foreign national, and employees employed under authority other than the CES
- Employees in CES-designated cyber positions who declined the voluntary opportunity to convert to the CES
- Employees in cyber positions that are not CES-designated or are under other personnel authorities
- Senior Executive Service, senior level, scientific and professional, and equivalent positions, unless specifically addressed in the CES policies



# Cyber Mission Imperatives

(1 of 2)

## Human Capital Challenges:

- Increasing Cyber Threats
- Multi-Faceted Cyber Domains
  - Unstable Mission Scope
  - Inconsistent Workforce Identification
- Hyper-Competition for Top Talent
- Disparate Workforce
  - Geographic Location
  - Personnel Systems
  - Disjointed Approaches for Professional Development





# Cyber Mission Imperatives

(2 of 2)

## Imperatives for Change:

- Cyber Excepted Service Personnel Authorities
  - Section 1107 of the National Defense Authorization Act for Fiscal Year 2016 (Public Law 114-92)
    - Section 1599f of Title 10, Chapter 81, United States Code
- DoD Cyber Strategy, 2018
- DoD Cyber Workforce Strategy, 2013
- DoDD 8140.01 Cyberspace Workforce Management, 2015
- Federal Cybersecurity Workforce Assessment Act of 2015





# Key Program Attributes

- **One common occupational structure for DoD Cyber professionals:**
  - Mission-focused position design and classification
- **Agile recruitment sourcing flexibilities:**
  - Source candidates by any legal merit-based means
  - USA Jobs is not required, but remains an option
- **Enhanced Pay-Setting Flexibilities:**
  - Job offers up to step 12
- **Veterans Preference:**
  - CES does not apply 5 or 10 point veterans' preference during the rating and ranking period
  - Preference-eligible with a military service connected disability of 30% percent or more must be specifically identified.
- **Qualification-based professional development and advancement opportunities:**
  - No time-in-grade or equivalency requirements
  - Quality of specialized experience and/or competencies is assessed
- **Probationary Periods:**
  - New Hires: must complete a 3-year probationary period
  - Current employees: finish 2-years in accordance with original conditions of employment
  - New supervisors/managers: must complete 1-year probationary period

*Facilitates voluntary employee conversions from the competitive to excepted service*



# Program Design Concepts

- Enterprise Perspective
- Consistency and Flexibilities Across the Enterprise
- Mission Requirements
- Employee Capabilities
- Performance Based Recognition
- Competitive Compensation





# Key Roles and Responsibilities

- Employees
- HR Practitioners
- Supervisors/Managers
- Senior Leaders





# Employee

## CES will not change:

- Current Salary
- Attained Competitive Service Career Status
- Completed Probationary Periods
- Temporary Promotions
- Federal Benefits, Retirement, and Leave Accrual Rate
- Protections, Appeal Rights, and Collective Bargaining
- Performance Management (DPMAP)

## CES provides opportunities:

- Qualification-Based (no time-in-grade) Requirements for Promotion and Professional Development
- Quality Step Increase Awards Up to step 12 (with justification)
- DoD Cyber Interagency Agreement
  - (facilitates non-competitive movement between the CES and Competitive Service)
- Future Compensation Initiatives
- Future Career Management Program
- Future Rotational Assignments across the DoD Cyber Community

***CES is a tool for managing your career...***



# Supervisor/Manager Implications

- Streamlines Hiring Procedures to Quickly Acquire Talent
  - Greater Options for Sourcing Candidates (USA Jobs is not required)
- Mission-Focused Position Classification
- Enhanced Pay-Setting Flexibilities
- Qualification-Based Employee Professional Development and Advancement Opportunities
  - No Time-In-Grade; No Automatic Salary Increases
- Maintains Protections, Appeal Rights, and Collective Bargaining
- One Performance Management Program - DPMAP



# What is NOT changing?





# What CES is Not?





# Implementation Support

- DoD CIO Human Resource (HR) Team Advisement
- Component CES Implementation Lead
- CES Policies
- DoD Component HR Implementing Guidance
- DCPAS Cyber One Stop Website
- CES Training Courses
- CES Engagements
  - DoD Component Leadership Briefs
  - HR Governance Community
  - CIO Governance Community

## Implementation



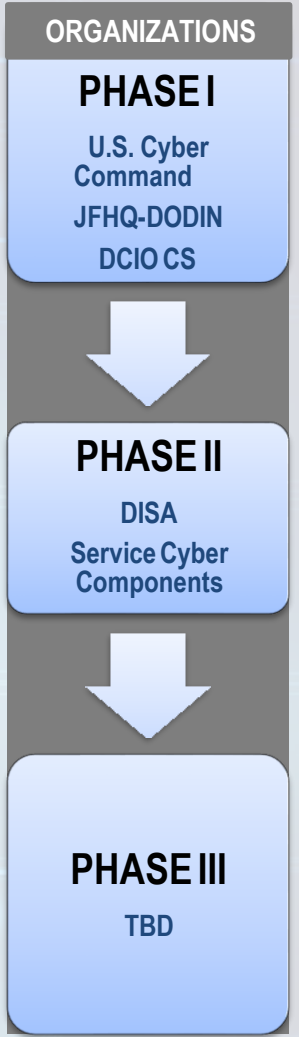
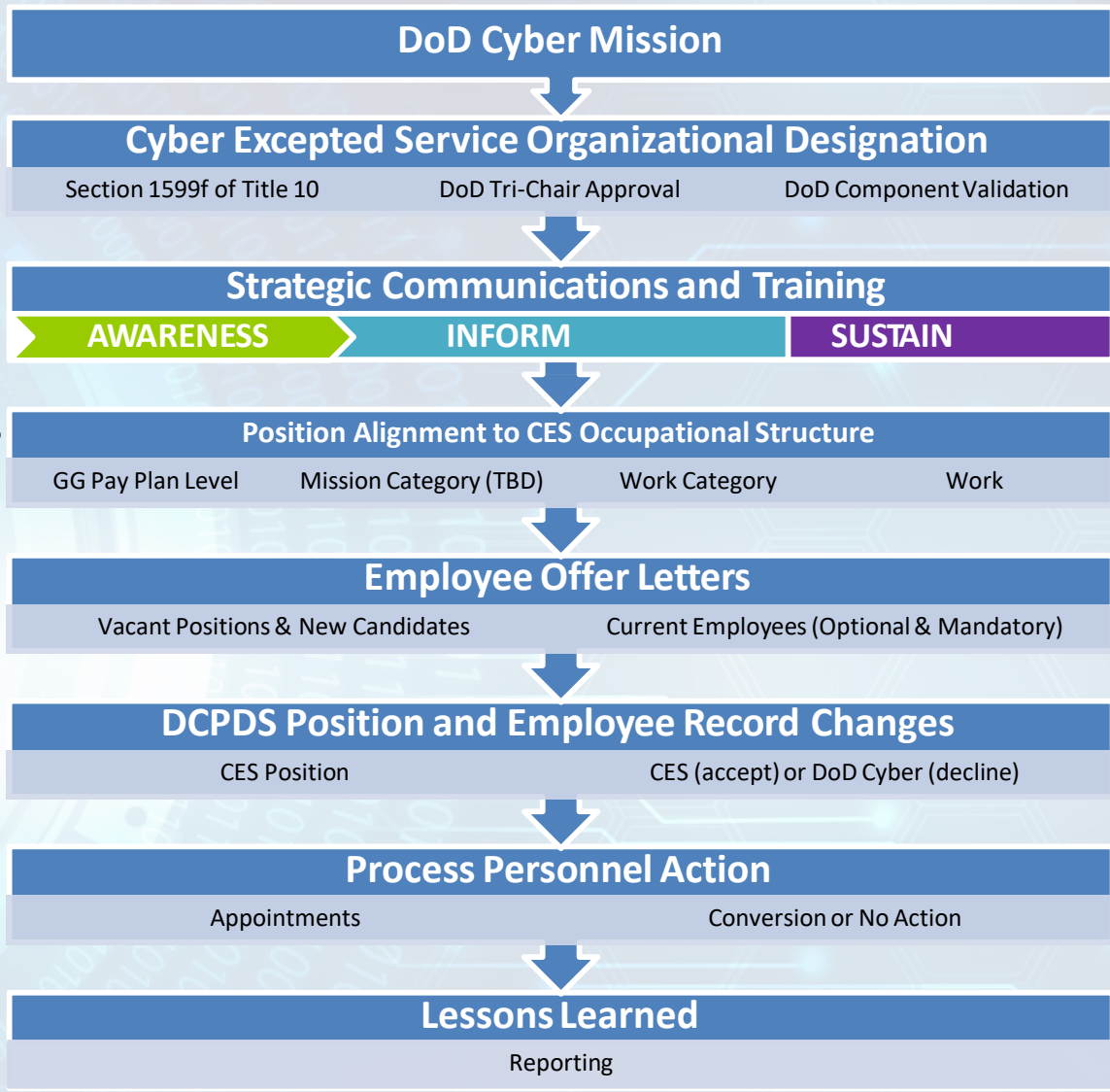
Support





# Conversion Process

Continuous Engagements with Labor Relations Throughout





# Training Courses

AUDIENCE	COURSE	OBJECTIVES
General Workforce	<b>CES Workforce Orientation:</b> Presentation Power Point and Q&A (~3.00hrs)	<ul style="list-style-type: none"> <li>Familiarize employees with the core tenets of CES</li> <li>CES conversion opportunities</li> <li>Explain the CES organizational and workforce implications</li> </ul>
DoD Leaders	<b>CES Leaders Orientation:</b> Delivery Executive Power Point Brief and Q&A (~2.00hrs)	<ul style="list-style-type: none"> <li>Familiarize leaders with the core tenets of CES</li> <li>Labor obligations responsibilities</li> <li>Equip leaders with the requisite knowledge for CES implementation in their organizations</li> </ul>
HR Practitioners	<b>CES HR Elements:</b> Delivery: Interactive Module-Based Course (~12.00hrs)	<ul style="list-style-type: none"> <li>Provide HR professionals with the knowledge and tools to operationalize CES policies and procedures</li> <li>Notification process and conversion actions</li> <li>Equip HR professionals with the requisite knowledge to serve as a CES advisor for leaders, managers/supervisors, and employees in their organizations</li> </ul>
Component Trainers & HR Practitioners	<b>Train the Trainers:</b> Delivery: Power Point and Interactive Modules Course (~16.00hrs)	<ul style="list-style-type: none"> <li>Provide Component Trainers and HR Professionals with the knowledge and tools to deliver the CES Courses at their organizations: CES HR Elements; CES Leaders Orientation, and CES Workforce Orientation</li> </ul>



# eLearning Courses

AUDIENCE	COURSE	OBJECTIVES
All	<b>CES Orientation:</b> On Cyber Exchange (~0.5hr)	<ul style="list-style-type: none"> <li>Familiarize employees with the core tenets and benefits of CES</li> <li>Provide employees the tools to make an informed decision on which service is right for them.</li> </ul>
Workforce	<b>CES 102 Workforce Orientation:</b> On JKO (~1.00hr)	<ul style="list-style-type: none"> <li>Familiarize employees with the core tenets of CES</li> <li>CES conversion opportunities</li> <li>Explain the CES organizational and workforce implications</li> </ul>
Leaders/ Supervisors	<b>CES 102 Leaders Orientation:</b> On JKO (~1.00hr)	<ul style="list-style-type: none"> <li>Familiarize leaders with the core tenets of CES</li> <li>Labor obligations responsibilities</li> <li>Equip leaders with the requisite knowledge for CES implementation in their organizations</li> </ul>
HR Professionals	<b>CES 103 HR Elements:</b> On JKO (~2.00hrs)	<ul style="list-style-type: none"> <li>Provide HR professionals with the knowledge and tools to operationalize CES policies and procedures</li> <li>Notification process and conversion actions</li> <li>Equip HR professionals with the requisite knowledge to serve as a CES advisor for leaders, managers/supervisors, and employees in their organizations</li> </ul>



# Lesson Review

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# Back-up Slides



# 2016 Original Tri-Chair Approved CES Scope and Phasing Plan

Phase	Organization	Projected Timeframe for HR Implementation
<b>Phase I</b>	U.S. Cyber Command	
	Joint Force Headquarters DoD Information Networks	
	DCIO Cybersecurity	
		~Mar 2017-Aug 2017
<b>Phase II</b>	DISA HQ(Ft. Meade)	
	Service Cyber Components:	
	24 <sup>th</sup> AF/Air Force Cyber Command	
	10 <sup>th</sup> Fleet/ Navy Fleet Cyber Command	
	Marine Corps Network Operations and Security Center	
	Marine Forces Cyber Command	
	Marine Corps Cyberspace Warfare Group	
	2 <sup>ND</sup> Army (NETCOM)	
	Army Cyber Command	
	~Aug 2017- Aug 2019	
<b>Phase III</b>	Other DoD Organizations:	
	-Additional DoD Organizations and Selected Positions (e.g., additional DISA elements; 4 <sup>th</sup> Estate organizations; and other cyber /IT positions, as appropriate)	
		~Jan 2019- Dec 2020

ORIGINAL



# Phase I - CES Training Schedule

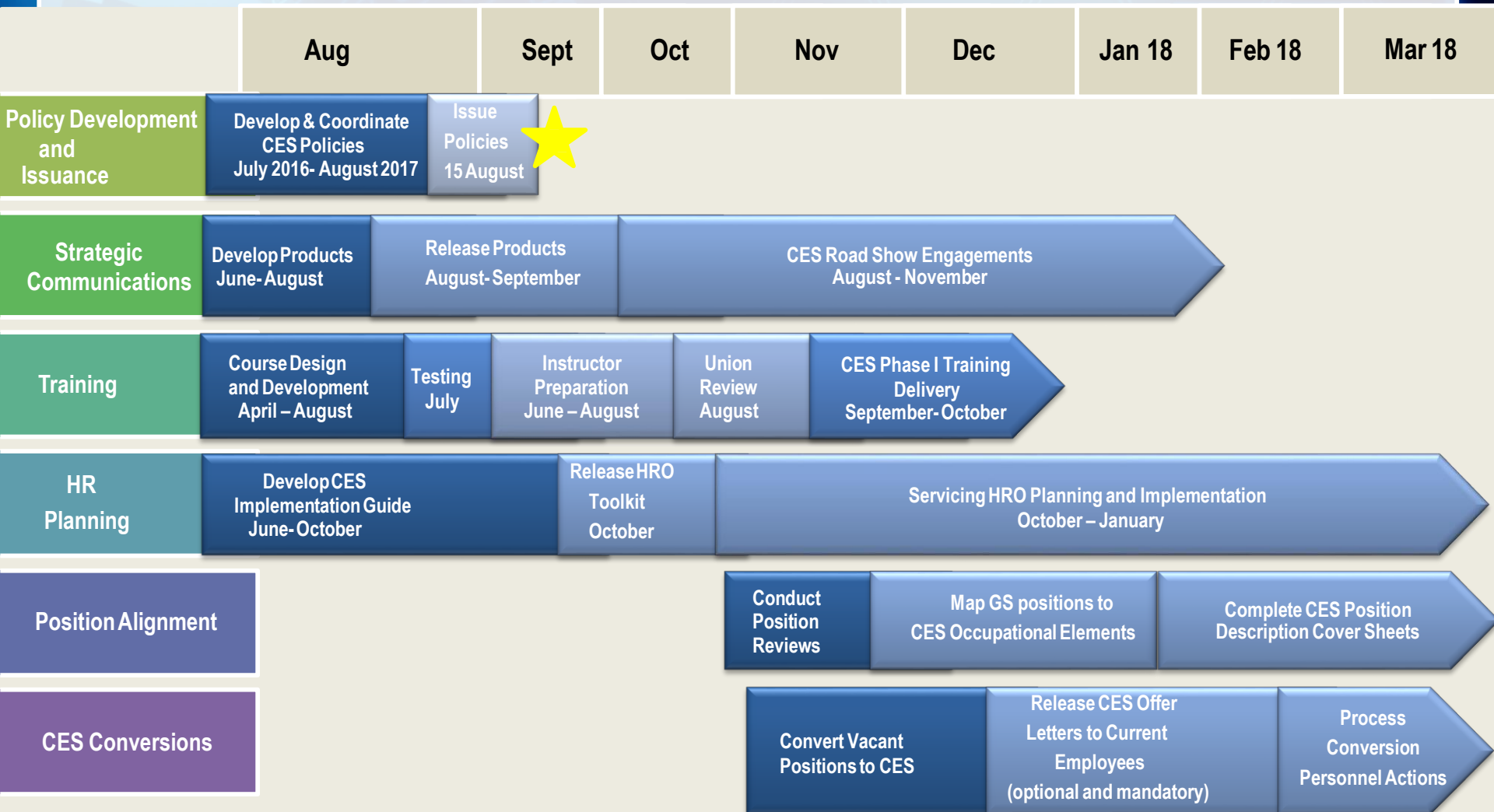
ORGANIZATION	COURSE	TRAINING LOCATION	INSTRUCTORS	PROJECTED TRAINING DATES
DCIO Cybersecurity (WHS; DLA)	*Train the Trainer – 16 hrs. CES HR Elements – 12hrs. CES Leaders Orientation – 2 hrs. CES Workforce Orientation – 3 hrs.	Mark Center	DoD CIO, P&R Component & OSD SME Component & OSD SME Component & OSD SME	14-15 Sept 2017 Component Component Component
USCYBERCOM (Air Force)	*Train the Trainer – 16 hrs. CES HR Elements – 12hrs. CES Leaders Orientation – 2 hrs. CES Workforce Orientation – 3 hrs.	Mark Center	DoD CIO, P&R DoD CIO, P&R Component & OSD SME Component & OSD SME	14-15 Sept 2017 Component Component Component
Joint Force HQ DODIN (DISA; DFAS)	*Train the Trainer- 16 hrs. CES HR Elements – 12 hrs. CES Leaders Orientation – 2 hrs. Senior Supvs. & Mgrs. – 2 hrs. CES Workforce Orientation – 3 hrs.	Ft. Meade	DoD CIO, P&R Component & OSD SME Component & OSD SME Component & OSD SME Component & OSD SME	17-18 Oct 2017 Component Component Component Component

\*Consolidated Training Sessions



# Implementation Timeline

## Phase 1: August 2017 - March 2018







# Implementation Schedule

ORGANIZATIONS	PROJECTED TIMELINE
<p><u>Phase 1:</u></p> <ul style="list-style-type: none"><li>• U.S. Cyber Command</li><li>• Joint Force HQ DoD Information Networks</li><li>• DCIO Cybersecurity</li></ul>	<p><b>COMPLETED</b></p>
<p><u>Phase 2:</u></p> <ul style="list-style-type: none"><li>• Defense Information Systems Agency</li><li>• Service Cyber Components</li></ul>	<p><b>Sept 2018 - 2024</b></p>