



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

CLEARED
For Open Publication

Feb 28, 2025

Department of Defense
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2025 Department of Defense 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," October 1, 2024
(c) Executive Order 14132, "Adjustment of Certain Rates of Pay," December 23, 2024

The attached tables establish 2025 Department of Defense Cyber Excepted Service (DoD CES) pay rates in accordance with the personnel authorities established in references (a) and (b). The rates have been adjusted based on the 2025 General Schedule (GS) base pay table and locality percentages as authorized by the President in reference (c) and are reflected in the 2025 CES General Government and Local Market Supplement (LMS) percentages.

In accordance with section 3.4 of reference (b), the use of the Office of Personnel Management established calendar year 2025 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), the effective date for these changes is the first day of the first applicable pay period beginning on or after January 1, 2025. All rates are limited by the 2025 Executive Level IV rate of \$195,200.

My point of contact for this matter is Alfredo Rodriguez at (580) 483-4799 or alfredo.rodriquez159.civ@mail.mil.

Jose Conejo
Deputy Director

Attachments:
As stated

cc:
Department of Defense Chief Information Officer
Deputy Assistant Secretary of Defense for Civilian Personnel Policy
Director of Human Capital Management Office, Office of the
Under Secretary of Defense for Intelligence and Security

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

Attachment

**2025 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	\$ 22,360	\$ 23,110	\$ 23,853	\$ 24,594	\$ 25,336	\$ 25,770	\$ 26,506	\$ 27,247	\$ 27,277	\$ 27,970	\$ 28,687	\$ 29,404
GG-2	\$ 25,142	\$ 25,740	\$ 26,573	\$ 27,277	\$ 27,583	\$ 28,394	\$ 29,205	\$ 30,016	\$ 30,827	\$ 31,638	\$ 32,449	\$ 33,260
GG-3	\$ 27,434	\$ 28,348	\$ 29,262	\$ 30,176	\$ 31,090	\$ 32,004	\$ 32,918	\$ 33,832	\$ 34,746	\$ 35,660	\$ 36,574	\$ 37,488
GG-4	\$ 30,795	\$ 31,822	\$ 32,849	\$ 33,876	\$ 34,903	\$ 35,930	\$ 36,957	\$ 37,984	\$ 39,011	\$ 40,038	\$ 41,065	\$ 42,092
GG-5	\$ 34,454	\$ 35,602	\$ 36,750	\$ 37,898	\$ 39,046	\$ 40,194	\$ 41,342	\$ 42,490	\$ 43,638	\$ 44,786	\$ 45,934	\$ 47,082
GG-6	\$ 38,407	\$ 39,687	\$ 40,967	\$ 42,247	\$ 43,527	\$ 44,807	\$ 46,087	\$ 47,367	\$ 48,647	\$ 49,927	\$ 51,207	\$ 52,487
GG-7	\$ 42,679	\$ 44,102	\$ 45,525	\$ 46,948	\$ 48,371	\$ 49,794	\$ 51,217	\$ 52,640	\$ 54,063	\$ 55,486	\$ 56,909	\$ 58,332
GG-8	\$ 47,265	\$ 48,841	\$ 50,417	\$ 51,993	\$ 53,569	\$ 55,145	\$ 56,721	\$ 58,297	\$ 59,873	\$ 61,449	\$ 63,025	\$ 64,601
GG-9	\$ 52,205	\$ 53,945	\$ 55,685	\$ 57,425	\$ 59,165	\$ 60,905	\$ 62,645	\$ 64,385	\$ 66,125	\$ 67,865	\$ 69,605	\$ 71,345
GG-10	\$ 57,489	\$ 59,405	\$ 61,321	\$ 63,237	\$ 65,153	\$ 67,069	\$ 68,985	\$ 70,901	\$ 72,817	\$ 74,733	\$ 76,649	\$ 78,565
GG-11	\$ 63,163	\$ 65,268	\$ 67,373	\$ 69,478	\$ 71,583	\$ 73,688	\$ 75,793	\$ 77,898	\$ 80,003	\$ 82,108	\$ 84,213	\$ 86,318
GG-12	\$ 75,706	\$ 78,230	\$ 80,754	\$ 83,278	\$ 85,802	\$ 88,326	\$ 90,850	\$ 93,374	\$ 95,898	\$ 98,422	\$ 100,946	\$ 103,470
GG-13	\$ 90,025	\$ 93,026	\$ 96,027	\$ 99,028	\$ 102,029	\$ 105,030	\$ 108,031	\$ 111,032	\$ 114,033	\$ 117,034	\$ 120,035	\$ 123,036
GG-14	\$ 106,382	\$ 109,928	\$ 113,474	\$ 117,020	\$ 120,566	\$ 124,112	\$ 127,658	\$ 131,204	\$ 134,750	\$ 138,296	\$ 141,842	\$ 145,388
GG-15	\$ 125,133	\$ 129,304	\$ 133,475	\$ 137,646	\$ 141,817	\$ 145,988	\$ 150,159	\$ 154,330	\$ 158,501	\$ 162,672	\$ 166,843	\$ 171,014

Effective the first day of the first applicable pay period beginning on or after January 1, 2025

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,” October 1, 2024.

*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.

**2025 Department of Defense
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 2025 locality rate replaces the 2024 locality rate. It is not paid in addition to or on top of the 2024 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,” October 1, 2024.

2025 Department of Defense Cyber Excepted Service (CES) Personnel System Targeted Local Market Supplement (TLMS) Rates

Cyber Excepted Service Targeted Local Market Supplement Effective Date: 12 January 2025 Provides coverage for work role codes (121) Exploitation Analyst, (321) Network Operator and (322) Cyberspace Operator													
Cyber WR A1 Global													
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	\$ 84,078	\$ 86,881	\$ 89,684	\$ 92,488	\$ 95,291	\$ 98,094	\$ 100,897	\$ 103,701	\$ 106,504	\$ 109,307	\$ 112,111	\$ 114,914	97%
GG - 08	\$ 90,276	\$ 93,286	\$ 96,296	\$ 99,307	\$ 102,317	\$ 105,327	\$ 108,337	\$ 111,347	\$ 114,357	\$ 117,368	\$ 120,378	\$ 123,388	91%
GG - 09	\$ 97,623	\$ 100,877	\$ 104,131	\$ 107,385	\$ 110,639	\$ 113,892	\$ 117,146	\$ 120,400	\$ 123,654	\$ 126,908	\$ 130,161	\$ 133,415	87%
GG - 10	\$ 102,330	\$ 105,741	\$ 109,151	\$ 112,562	\$ 115,972	\$ 119,383	\$ 122,793	\$ 126,204	\$ 129,614	\$ 133,025	\$ 136,435	\$ 139,846	78%
GG - 11	\$ 108,009	\$ 111,608	\$ 115,208	\$ 118,807	\$ 122,407	\$ 126,006	\$ 129,606	\$ 133,206	\$ 136,805	\$ 140,405	\$ 144,004	\$ 147,604	71%
GG - 12	\$ 121,887	\$ 125,950	\$ 130,014	\$ 134,078	\$ 138,141	\$ 142,205	\$ 146,269	\$ 150,332	\$ 154,396	\$ 158,459	\$ 162,523	\$ 166,587	61%
GG - 13	\$ 144,940	\$ 149,772	\$ 154,603	\$ 159,435	\$ 164,267	\$ 169,098	\$ 173,930	\$ 178,762	\$ 183,593	\$ 195,200	\$ 195,200	\$ 195,200	61%
GG - 14	\$ 167,020	\$ 172,587	\$ 178,154	\$ 183,721	\$ 189,289	\$ 194,856	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	57%
GG - 15	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	57%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber Excepted Service Targeted Local Market Supplement Effective Date: 12 January 2025 Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (631) Information Systems Security Developer, (652) Security Architect and (722) Information Systems Security Manager													
Cyber WR A2 Regional													
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	\$ 66,152	\$ 68,358	\$ 70,564	\$ 72,769	\$ 74,975	\$ 77,181	\$ 79,386	\$ 81,592	\$ 83,798	\$ 86,003	\$ 88,209	\$ 90,415	55%
GG - 08	\$ 73,261	\$ 75,704	\$ 78,146	\$ 80,589	\$ 83,032	\$ 85,475	\$ 87,918	\$ 90,360	\$ 92,803	\$ 95,246	\$ 97,689	\$ 100,132	55%
GG - 09	\$ 80,918	\$ 83,615	\$ 86,312	\$ 89,009	\$ 91,706	\$ 94,403	\$ 97,100	\$ 99,797	\$ 102,494	\$ 105,191	\$ 107,888	\$ 110,585	55%
GG - 10	\$ 89,108	\$ 92,078	\$ 95,048	\$ 98,017	\$ 100,987	\$ 103,957	\$ 106,927	\$ 109,897	\$ 112,866	\$ 115,836	\$ 118,806	\$ 121,776	55%
GG - 11	\$ 101,061	\$ 104,429	\$ 107,797	\$ 111,165	\$ 114,533	\$ 117,901	\$ 121,269	\$ 124,637	\$ 128,005	\$ 131,373	\$ 134,741	\$ 138,109	60%
GG - 12	\$ 121,130	\$ 125,168	\$ 129,206	\$ 133,245	\$ 137,283	\$ 141,322	\$ 145,360	\$ 149,398	\$ 153,437	\$ 157,475	\$ 161,514	\$ 165,552	60%
GG - 13	\$ 142,240	\$ 146,981	\$ 151,723	\$ 156,464	\$ 161,206	\$ 165,947	\$ 170,689	\$ 175,431	\$ 180,172	\$ 184,914	\$ 189,655	\$ 194,397	58%
GG - 14	\$ 159,573	\$ 164,892	\$ 170,211	\$ 175,530	\$ 180,849	\$ 186,168	\$ 191,487	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	50%
GG - 15	\$ 185,197	\$ 191,370	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	48%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber Excepted Service Targeted Local Market Supplement Effective Date: 12 January 2025 Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (631) Information Systems Security Developer, (652) Security Architect and (722) Information Systems Security Manager													
Cyber WR A3 Regional													
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	\$ 71,701	\$ 74,091	\$ 76,482	\$ 78,873	\$ 81,263	\$ 83,654	\$ 86,045	\$ 88,435	\$ 90,826	\$ 93,216	\$ 95,607	\$ 97,998	68%
GG - 08	\$ 80,823	\$ 83,518	\$ 86,213	\$ 88,908	\$ 91,603	\$ 94,298	\$ 96,993	\$ 99,688	\$ 102,383	\$ 105,078	\$ 107,773	\$ 110,468	71%
GG - 09	\$ 90,315	\$ 93,325	\$ 96,335	\$ 99,345	\$ 102,355	\$ 105,366	\$ 108,376	\$ 111,386	\$ 114,396	\$ 117,406	\$ 120,417	\$ 123,427	73%
GG - 10	\$ 99,456	\$ 102,771	\$ 106,085	\$ 109,400	\$ 112,715	\$ 116,029	\$ 119,344	\$ 122,659	\$ 125,973	\$ 129,288	\$ 132,603	\$ 135,917	73%
GG - 11	\$ 108,009	\$ 111,608	\$ 115,208	\$ 118,807	\$ 122,407	\$ 126,006	\$ 129,606	\$ 133,206	\$ 136,805	\$ 140,405	\$ 144,004	\$ 147,604	71%
GG - 12	\$ 117,344	\$ 121,257	\$ 125,169	\$ 129,081	\$ 132,993	\$ 136,905	\$ 140,818	\$ 144,730	\$ 148,642	\$ 152,554	\$ 156,466	\$ 160,379	55%
GG - 13	\$ 130,536	\$ 134,888	\$ 139,239	\$ 143,591	\$ 147,942	\$ 152,294	\$ 156,645	\$ 160,996	\$ 165,348	\$ 169,699	\$ 174,051	\$ 178,402	45%
GG - 14	\$ 148,935	\$ 153,899	\$ 158,864	\$ 163,828	\$ 168,792	\$ 173,757	\$ 178,721	\$ 183,686	\$ 188,650	\$ 193,614	\$ 195,200	\$ 195,200	40%
GG - 15	\$ 170,181	\$ 175,853	\$ 181,526	\$ 187,199	\$ 192,871	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	36%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A4 Regional		Cyber Excepted Service Targeted Local Market Supplement Effective Date: 12 January 2025											
Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (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	\$ 66,152	\$ 68,358	\$ 70,564	\$ 72,769	\$ 74,975	\$ 77,181	\$ 79,386	\$ 81,592	\$ 83,798	\$ 86,003	\$ 88,209	\$ 90,415	55%
GG - 08	\$ 73,261	\$ 75,704	\$ 78,146	\$ 80,589	\$ 83,032	\$ 85,475	\$ 87,918	\$ 90,360	\$ 92,803	\$ 95,246	\$ 97,689	\$ 100,132	55%
GG - 09	\$ 87,182	\$ 90,088	\$ 92,994	\$ 95,900	\$ 98,806	\$ 101,711	\$ 104,617	\$ 107,523	\$ 110,429	\$ 113,335	\$ 116,240	\$ 119,146	67%
GG - 10	\$ 94,857	\$ 98,018	\$ 101,180	\$ 104,341	\$ 107,502	\$ 110,664	\$ 113,825	\$ 116,987	\$ 120,148	\$ 123,309	\$ 126,471	\$ 129,632	65%
GG - 11	\$ 101,061	\$ 104,429	\$ 107,797	\$ 111,165	\$ 114,533	\$ 117,901	\$ 121,269	\$ 124,637	\$ 128,005	\$ 131,373	\$ 134,741	\$ 138,109	60%
GG - 12	\$ 113,559	\$ 117,345	\$ 121,131	\$ 124,917	\$ 128,703	\$ 132,489	\$ 136,275	\$ 140,061	\$ 143,847	\$ 147,633	\$ 151,419	\$ 155,205	50%
GG - 13	\$ 130,536	\$ 134,888	\$ 139,239	\$ 143,591	\$ 147,942	\$ 152,294	\$ 156,645	\$ 160,996	\$ 165,348	\$ 169,699	\$ 174,051	\$ 178,402	45%
GG - 14	\$ 148,935	\$ 153,899	\$ 158,864	\$ 163,828	\$ 168,792	\$ 173,757	\$ 178,721	\$ 183,686	\$ 188,650	\$ 193,614	\$ 195,200	\$ 195,200	40%
GG - 15	\$ 175,186	\$ 181,026	\$ 186,865	\$ 192,704	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	40%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A5 Regional		Cyber Excepted Service Targeted Local Market Supplement Effective Date: 12 January 2025											
Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (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	\$ 67,006	\$ 69,240	\$ 71,474	\$ 73,708	\$ 75,942	\$ 78,177	\$ 80,411	\$ 82,645	\$ 84,879	\$ 87,113	\$ 89,347	\$ 91,581	57%
GG - 08	\$ 77,515	\$ 80,099	\$ 82,684	\$ 85,269	\$ 87,853	\$ 90,438	\$ 93,022	\$ 95,607	\$ 98,192	\$ 100,776	\$ 103,361	\$ 105,946	64%
GG - 09	\$ 87,182	\$ 90,088	\$ 92,994	\$ 95,900	\$ 98,806	\$ 101,711	\$ 104,617	\$ 107,523	\$ 110,429	\$ 113,335	\$ 116,240	\$ 119,146	67%
GG - 10	\$ 91,982	\$ 95,048	\$ 98,114	\$ 101,179	\$ 104,245	\$ 107,310	\$ 110,376	\$ 113,442	\$ 116,507	\$ 119,573	\$ 122,638	\$ 125,704	60%
GG - 11	\$ 109,904	\$ 113,566	\$ 117,229	\$ 120,892	\$ 124,554	\$ 128,217	\$ 131,880	\$ 135,543	\$ 139,205	\$ 142,868	\$ 146,531	\$ 150,193	74%
GG - 12	\$ 118,101	\$ 122,039	\$ 125,976	\$ 129,914	\$ 133,851	\$ 137,789	\$ 141,726	\$ 145,663	\$ 149,601	\$ 153,538	\$ 157,476	\$ 161,413	56%
GG - 13	\$ 126,935	\$ 131,167	\$ 135,398	\$ 139,629	\$ 143,861	\$ 148,092	\$ 152,324	\$ 156,555	\$ 160,787	\$ 165,018	\$ 169,249	\$ 173,481	41%
GG - 14	\$ 147,871	\$ 152,800	\$ 157,729	\$ 162,658	\$ 167,587	\$ 172,516	\$ 177,445	\$ 182,374	\$ 187,303	\$ 192,231	\$ 195,200	\$ 195,200	39%
GG - 15	\$ 173,935	\$ 179,733	\$ 185,530	\$ 191,328	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	39%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A6 Regional		Cyber Excepted Service Targeted Local Market Supplement Effective Date: 12 January 2025											
Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (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	\$ 64,019	\$ 66,153	\$ 68,288	\$ 70,422	\$ 72,557	\$ 74,691	\$ 76,826	\$ 78,960	\$ 81,095	\$ 83,229	\$ 85,364	\$ 87,498	50%
GG - 08	\$ 71,843	\$ 74,238	\$ 76,634	\$ 79,029	\$ 81,425	\$ 83,820	\$ 86,216	\$ 88,611	\$ 91,007	\$ 93,402	\$ 95,798	\$ 98,194	52%
GG - 09	\$ 82,484	\$ 85,233	\$ 87,982	\$ 90,732	\$ 93,481	\$ 96,230	\$ 98,979	\$ 101,728	\$ 104,478	\$ 107,227	\$ 109,976	\$ 112,725	58%
GG - 10	\$ 88,533	\$ 91,484	\$ 94,434	\$ 97,385	\$ 100,336	\$ 103,286	\$ 106,237	\$ 109,188	\$ 112,138	\$ 115,089	\$ 118,039	\$ 120,990	54%
GG - 11	\$ 98,534	\$ 101,818	\$ 105,102	\$ 108,386	\$ 111,669	\$ 114,953	\$ 118,237	\$ 121,521	\$ 124,805	\$ 128,088	\$ 131,372	\$ 134,656	56%
GG - 12	\$ 107,503	\$ 111,087	\$ 114,671	\$ 118,255	\$ 121,839	\$ 125,423	\$ 129,007	\$ 132,591	\$ 136,175	\$ 139,759	\$ 143,343	\$ 146,927	42%
GG - 13	\$ 126,035	\$ 130,236	\$ 134,438	\$ 138,639	\$ 142,841	\$ 147,042	\$ 151,243	\$ 155,445	\$ 159,646	\$ 163,848	\$ 168,049	\$ 172,250	40%
GG - 14	\$ 144,680	\$ 149,502	\$ 154,325	\$ 159,147	\$ 163,970	\$ 168,792	\$ 173,615	\$ 178,437	\$ 183,260	\$ 188,083	\$ 192,905	\$ 195,200	36%
GG - 15	\$ 170,181	\$ 175,853	\$ 181,526	\$ 187,199	\$ 192,871	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	36%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A7 Regional													
Cyber Excepted Service													
Targeted Local Market Supplement													
Effective Date: 12 January 2025													
Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (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	\$ 58,470	\$ 60,420	\$ 62,369	\$ 64,319	\$ 66,268	\$ 68,218	\$ 70,167	\$ 72,117	\$ 74,066	\$ 76,016	\$ 77,965	\$ 79,915	37%
GG - 08	\$ 60,027	\$ 62,028	\$ 64,030	\$ 66,031	\$ 68,033	\$ 70,034	\$ 72,036	\$ 74,037	\$ 76,039	\$ 78,040	\$ 80,042	\$ 82,043	27%
GG - 09	\$ 68,911	\$ 71,207	\$ 73,504	\$ 75,801	\$ 78,098	\$ 80,395	\$ 82,691	\$ 84,988	\$ 87,285	\$ 89,582	\$ 91,879	\$ 94,175	32%
GG - 10	\$ 74,736	\$ 77,227	\$ 79,717	\$ 82,208	\$ 84,699	\$ 87,190	\$ 89,681	\$ 92,171	\$ 94,662	\$ 97,153	\$ 99,644	\$ 102,135	30%
GG - 11	\$ 83,375	\$ 86,154	\$ 88,932	\$ 91,711	\$ 94,490	\$ 97,268	\$ 100,047	\$ 102,825	\$ 105,604	\$ 108,383	\$ 111,161	\$ 113,940	32%
GG - 12	\$ 99,932	\$ 103,264	\$ 106,595	\$ 109,927	\$ 113,259	\$ 116,590	\$ 119,922	\$ 123,254	\$ 126,585	\$ 129,917	\$ 133,249	\$ 136,580	32%
GG - 13	\$ 113,432	\$ 117,213	\$ 120,994	\$ 124,775	\$ 128,557	\$ 132,338	\$ 136,119	\$ 139,900	\$ 143,682	\$ 147,463	\$ 151,244	\$ 155,025	26%
GG - 14	\$ 134,041	\$ 138,509	\$ 142,977	\$ 147,445	\$ 151,913	\$ 156,381	\$ 160,849	\$ 165,317	\$ 169,785	\$ 174,253	\$ 178,721	\$ 183,189	26%
GG - 15	\$ 157,668	\$ 162,923	\$ 168,179	\$ 173,434	\$ 178,689	\$ 183,945	\$ 189,200	\$ 194,456	\$ 199,711	\$ 204,967	\$ 210,223	\$ 215,478	26%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A8 Regional													
Cyber Excepted Service													
Targeted Local Market Supplement													
Effective Date: 12 January 2025													
Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (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	\$ 63,165	\$ 65,271	\$ 67,377	\$ 69,483	\$ 71,589	\$ 73,695	\$ 75,801	\$ 77,907	\$ 80,013	\$ 82,119	\$ 84,225	\$ 86,331	48%
GG - 08	\$ 69,952	\$ 72,285	\$ 74,617	\$ 76,950	\$ 79,282	\$ 81,615	\$ 83,947	\$ 86,280	\$ 88,612	\$ 90,945	\$ 93,277	\$ 95,609	48%
GG - 09	\$ 77,263	\$ 79,839	\$ 82,414	\$ 84,989	\$ 87,564	\$ 90,139	\$ 92,715	\$ 95,290	\$ 97,865	\$ 100,440	\$ 103,015	\$ 105,591	48%
GG - 10	\$ 79,335	\$ 81,979	\$ 84,623	\$ 87,267	\$ 89,911	\$ 92,555	\$ 95,199	\$ 97,843	\$ 100,487	\$ 103,132	\$ 105,776	\$ 108,420	38%
GG - 11	\$ 87,165	\$ 90,070	\$ 92,975	\$ 95,880	\$ 98,785	\$ 101,689	\$ 104,594	\$ 107,499	\$ 110,404	\$ 113,309	\$ 116,214	\$ 119,119	38%
GG - 12	\$ 102,203	\$ 105,611	\$ 109,018	\$ 112,425	\$ 115,833	\$ 119,240	\$ 122,648	\$ 126,055	\$ 129,462	\$ 132,870	\$ 136,277	\$ 139,685	35%
GG - 13	\$ 114,332	\$ 118,143	\$ 121,954	\$ 125,766	\$ 129,577	\$ 133,388	\$ 137,199	\$ 141,011	\$ 144,822	\$ 148,633	\$ 152,444	\$ 156,256	27%
GG - 14	\$ 131,914	\$ 136,311	\$ 140,708	\$ 145,105	\$ 149,502	\$ 153,899	\$ 158,296	\$ 162,693	\$ 167,090	\$ 171,487	\$ 175,884	\$ 180,281	24%
GG - 15	\$ 155,165	\$ 160,337	\$ 165,509	\$ 170,681	\$ 175,853	\$ 181,025	\$ 186,197	\$ 191,369	\$ 196,541	\$ 201,713	\$ 206,885	\$ 212,057	24%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A9 Regional													
Cyber Excepted Service													
Targeted Local Market Supplement													
Effective Date: 12 January 2025													
Provides coverage for work role codes (212) Cyber Defense Forensics Analyst, (332) Cyber Operations Planner, (422) Data 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, (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	\$ 65,299	\$ 67,476	\$ 69,653	\$ 71,830	\$ 74,008	\$ 76,185	\$ 78,362	\$ 80,539	\$ 82,716	\$ 84,894	\$ 87,071	\$ 89,248	53%
GG - 08	\$ 72,315	\$ 74,727	\$ 77,138	\$ 79,549	\$ 81,961	\$ 84,372	\$ 86,783	\$ 89,194	\$ 91,606	\$ 94,017	\$ 96,428	\$ 98,840	53%
GG - 09	\$ 79,874	\$ 82,536	\$ 85,198	\$ 87,860	\$ 90,522	\$ 93,185	\$ 95,847	\$ 98,509	\$ 101,171	\$ 103,833	\$ 106,496	\$ 109,158	53%
GG - 10	\$ 83,934	\$ 86,731	\$ 89,529	\$ 92,326	\$ 95,123	\$ 97,921	\$ 100,718	\$ 103,515	\$ 106,313	\$ 109,110	\$ 111,908	\$ 114,705	46%
GG - 11	\$ 88,428	\$ 91,375	\$ 94,322	\$ 97,269	\$ 100,216	\$ 103,163	\$ 106,110	\$ 109,057	\$ 112,004	\$ 114,951	\$ 117,898	\$ 120,845	40%
GG - 12	\$ 100,689	\$ 104,046	\$ 107,403	\$ 110,760	\$ 114,117	\$ 117,474	\$ 120,831	\$ 124,187	\$ 127,544	\$ 130,901	\$ 134,258	\$ 137,615	33%
GG - 13	\$ 113,432	\$ 117,213	\$ 120,994	\$ 124,775	\$ 128,557	\$ 132,338	\$ 136,119	\$ 139,900	\$ 143,682	\$ 147,463	\$ 151,244	\$ 155,025	26%
GG - 14	\$ 132,978	\$ 137,410	\$ 141,843	\$ 146,275	\$ 150,708	\$ 155,140	\$ 159,573	\$ 164,005	\$ 168,438	\$ 172,870	\$ 177,303	\$ 181,735	25%
GG - 15	\$ 156,416	\$ 161,630	\$ 166,844	\$ 172,058	\$ 177,271	\$ 182,485	\$ 187,699	\$ 192,913	\$ 198,127	\$ 203,341	\$ 208,555	\$ 213,769	25%
Established under authority provided in DoDI 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
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