



PERSONNEL AND
READINESS

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

APR - 2 2025

MEMORANDUM FOR CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF
DEFENSE

SUBJECT: Approval of Revised Cyber Excepted Service Targeted Local Market Supplements

I approve the Cyber Excepted Service (CES) Targeted Local Market Supplement (TLMS) Pay Table A1, revised to include the Cyberspace Capability Developer (341). This change is based on the Cyber Workforce Management Board's recommendation to bring this work role into the Department of Defense (DoD) Cyber Workforce Framework and align it with Joint Cyber Training and Certification Standards. The addition of this work role will ensure personnel performing Cyberspace Effects work roles will be incentivized through CES TLMS and maintain comparable compensation with similar positions in the Defense Civilian Intelligence Personnel System.

The attached TLMS Table is approved and will be effective the first day of the first pay period beginning on or after the date this memorandum is signed, or the first pay period beginning on or after the date an incumbent's primary work role is coded as a covered role, whichever is later.

The CES TLMS pay will be reviewed annually by the DoD Chief Information Officer Workforce Innovation Directorate to ensure the rates are still necessary to meet mission requirements. Eligibility is determined by the incumbent's current status within CES, and the primary work role having been coded as one that is 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 Compensation Administration," August 15, 2017, as amended.

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.

CLEARED
For Open Publication

Apr 08, 2025

Department of Defense
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

Jules W. Hurst III

Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Attachment:
As stated

Cyber WRA1
Global

**Cyber Excepted Service
Targeted Local Market Supplement**

Effective Date: Upon Signature from USD P&R

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
GG- 07	\$ 87,919	\$ 90,850	\$ 93,782	\$ 96,713	\$ 99,644	\$ 102,576	\$ 105,507	\$ 108,438	\$ 111,370	\$ 114,301	\$ 117,233	\$ 120,164	106%
GG- 08	\$ 94,530	\$ 97,682	\$ 100,834	\$ 103,986	\$ 107,138	\$ 110,290	\$ 113,442	\$ 116,594	\$ 119,746	\$ 122,898	\$ 126,050	\$ 129,202	100%
GG- 09	\$ 102,322	\$ 105,732	\$ 109,143	\$ 112,553	\$ 115,963	\$ 119,374	\$ 122,784	\$ 126,195	\$ 129,605	\$ 133,015	\$ 136,426	\$ 139,836	96%
GG- 10	\$ 107,504	\$ 111,087	\$ 114,670	\$ 118,253	\$ 121,836	\$ 125,419	\$ 129,002	\$ 132,585	\$ 136,168	\$ 139,751	\$ 143,334	\$ 146,917	87%
GG- 11	\$ 113,693	\$ 117,482	\$ 121,271	\$ 125,060	\$ 128,849	\$ 132,638	\$ 136,427	\$ 140,216	\$ 144,005	\$ 147,794	\$ 151,583	\$ 155,372	80%
GG- 12	\$ 128,700	\$ 132,991	\$ 137,282	\$ 141,573	\$ 145,863	\$ 150,154	\$ 154,445	\$ 158,736	\$ 163,027	\$ 167,317	\$ 171,608	\$ 175,899	70%
GG- 13	\$ 153,043	\$ 158,144	\$ 163,246	\$ 168,348	\$ 173,449	\$ 178,551	\$ 183,653	\$ 188,754	\$ 193,856	\$ 195,200	\$ 195,200	\$ 195,200	70%
GG- 14	\$ 175,530	\$ 181,381	\$ 187,232	\$ 193,083	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	\$ 195,200	65%
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	65%

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