



Frequently Asked Questions

Q1. What is the Cyber Expected Service (CES) Targeted Local Market Supplement (TLMS)?

Answer. The CES TLMS is a special supplement to base salary implemented with the goal of improving the recruiting and retention of personnel in critical Department of Defense (DoD) Cyber Workforce Framework (DCWF) work roles (<https://public.cyber.mil/cw/dcwf/>). The TLMS reduces the pay gap and makes CES salaries more competitive against salaries offered by federal and private sector competitors.

**CLEARED
For Open Publication**

May 07, 2025

Department of Defense

OFFICE OF PREPUBLICATION AND SECURITY REVIEW

Q2. What DoD Instruction authorizes the CES TLMS?

Answer. The TLMS was established under the authorities granted in DoDI 1400.25 Volume 3006, "DoD Civilian Personnel Management System: CES Compensation Administration." The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) formally approved the supplement on 5 January 2021. See the CES Document Library at the DoD Cyber Exchange (<https://public.cyber.mil/cw/dod-cyber-expected-service-ces/>) to reference the DoDI and USD(P&R) CES TLMS Approval Memo. (ADD MEMO LINK)

Q3. What process was followed and what governing body determined the need for CES TLMS? Why were some work roles approved and not others?

Answer. When establishing the program, the Department of Defense Chief Information Officer (DoD CIO) Workforce Innovation Directorate (WID) conducted extensive research with CES Components to collect vacancy and attrition rates for DCWF work roles deemed most critical. Those work roles that met the threshold criteria for inclusion and had common recruiting and retention challenges shared across multiple Services (considered enterprise relevant) were included in the scope of the TLMS. The approved work roles were added to ensure compensation equity



and to address critical staffing shortfalls across the DoD. The Cyber Workforce Management Board (CWMB) governs and oversees implementation of TLMS and provides executive level oversight. This forum is tri-chaired by the DoD CIO, USD(P&R) and the Under Secretary of Defense for Policy/Principal Cyber Advisor.

Q4. Who is eligible to receive the TLMS and is payment of TLMS mandatory?

Answer. TLMS is **mandatory** for eligible CES employees. To receive TLMS, CES personnel employees must occupy a position with one of the following designated DCWF work role codes as their primary work role:

- a. Global Work Role Group
 - (1) 121 – Exploitation Analyst
 - (2) 122 – Digital Network Exploitation Analyst
 - (3) 321 – Access Network Operator
 - (4) 322 – Cyberspace Operator
- b. Regional Work Role Group
 - (1) 212 – Cyber Defense Forensics Analyst
 - (2) 332 – Cyber Operations Planner
 - (3) 341 – Cyberspace Capability Developer (CCD)
 - (4) 422 – Data Analyst
 - (5) 442 – Network Technician
 - (6) 443 – Network Analyst
 - (7) 461 – Systems Security Analyst
 - (8) 463 – Host Analyst
 - (9) 511 – Cyber Defense Analyst
 - (10) 521 – Cyber Defense Infrastructure Support Specialist
 - (11) 531 – Cyber Defense Incident Responder
 - (12) 611 – Authorizing Official/Designated Representative
 - (13) 612 – Security Control Assessor
 - (14) 621 – Software Developer
 - (15) 631 – Information Systems Security Developer
 - (16) 652 – Security Architect
 - (17) 722 – Information Systems Security Manager

The position description must accurately reflect the assigned Primary DCWF Work Role Code. If a position's primary work role does not align with the TLMS eligible work role



codes listed above, it cannot receive TLMS, even if the position includes those duties as secondary functions (Additional 1 or Additional 2).

Q5. How were the TLMS rates determined?

Answer. TLMS rates were developed via an extensive private sector labor market analysis (benchmarking) that compared the salaries, compensation characteristics and other employment data for private sector employees with comparable duties and qualification requirements. This information led to the development of the CES TLMS Business Case that documented the quantitative need for the TLMS and outlined the methodology utilized to determine the TLMS scope and rates. Standards and methods employed by the Office of Personnel Management were also utilized to develop the TLMS pay tables. All TLMS rates are set to ensure a net salary increase above appropriate Locality Pay Rates and applicable Special Salary Rates. These rates are set to ensure equity with other federal personnel systems. TLMS rates on the Global A1 table are also set to ensure pay parity between the CES and DCIPS TLMS (distinct scope and application from the CES TLMS).

Q6. If a CES employee is not eligible for TLMS, are they eligible for GS Special Salary rates?

Answer. Yes. The use of Special Salary Rates (SSR) tables, established by the Office of Personnel Management (OPM), shall continue in the absence of established TLMS for the CES, in accordance with section 3.4 of DoDI 1400.25, Volume 3006. If an employee is eligible for TLMS, it will replace any existing OPM-issued special rate salary they are currently receiving.

Q7. How does the TLMS impact pay for eligible employees?

Answer. Like the Locality Pay rates and SSR maintained by OPM, the TLMS is paid as an addition to base pay and is included when calculating basic pay. TLMS eligible personnel will have their CES Local Market Supplement (LMS) or OPM-issued SSR replaced by TLMS.



Q8. Will the DoD CIO reassess TLMS eligible work roles in the future?

Answer. Yes, the DoD CIO WID makes recommendations for work roles to be added or removed from TLMS using salaries offered by federal and private sector competitors and data from Service-owned manpower and personnel systems aggregated in Advana. After soliciting feedback from the Services and Components, the recommendations are brought to the CWMB for decision.

The DoD CIO WID encourages CES Components to regularly review the health of their cyber workforce in Advana and alert the DoD CIO WID to areas of critical hiring needs that TLMS could address. These suggestions will be considered when recommending updates at the CWMB.

Q9. What factors are considered when adding work roles to TLMS?

Answer. The September 2023 CWMB approved the following factors for evaluating work roles to be added to TLMS. Each factor may be considered independently for approval.

- Private sector salary benchmarking
- Vacancy Rate greater than 15%
- Years to Achieve 100% Staffing level is greater than 1
- Health Considerations – additional factors, not criteria
 - *Refresh Rate (Hires/Losses) less than 1*
 - *Attrition Rate greater than 10%*
 - *Military Vacancy Rate greater than 15%*
 - *Candidate for other compensation Tools/Incentives? (Yes/No)*
 - *Maximized use of 3R Incentives? (Yes/No)*

Q10. Are OCONUS CES positions eligible for the TLMS?

Answer. Yes. On 13 January 2023, the CWMB approved the expansion of the TLMS to include CES TLMS eligible positions in foreign areas. This change is effective as of 1 January 2023. CES positions in foreign areas are covered by TLMS pay table A1 or A4, depending on the position's primary cyber work role code.

CES positions in foreign areas that are not eligible for TLMS are governed by DoDI 1400.25, Volume 3006. This directive authorizes DoD Components with CES positions



assigned to foreign locations to pay a common TLMS tied to the Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV locality rate (LMS), or another established DoD or Component-specific TLMS that has been approved by DoD CIO and USD(P&R).

Q11. Can an employee's TLMS eligibility be terminated?

Answer. Yes, TLMS is not a permanent supplement and can be terminated if analysis of labor market and vacancy indicators for an approved TLMS work role reflect there is no longer a need for the supplement.

Q12. How do I determine the correct TLMS pay table for an eligible employee?

Answer. To determine the correct TLMS pay table for an eligible employee, we recommend the following:

- Visit the DoD Cyber Exchange, Cyber Excepted Service page and reference the CES Pay Rates 2025 document. This file can be found at the following URL: <https://public.cyber.mil/wid/dod-cyber-excepted-service-ces/document-library/>
- If a position has a Primary DCWF work role code has been approved for TLMS, reference the TLMS Locality Table beginning on page 8 of this document and find the OPM-defined Locality Area of the eligible position.
- Each Locality Area has a corresponding TLMS table number, ranging from A2-A9 for Regional work role group. The Global work role group is covered by the A1 table and applies to all localities. The table numbers are identified in the top left corner of each table.
- Once you have identified the correct pay table, reference the cell containing the grade and step of the employee in question – the salary listed will be the basic pay for the employee.



Q13. When TLMS eligible employees are promoted, how is their pay calculated?

Answer. CES employees should be promoted using the standard two-step promotion rule using **basic** pay to calculate the employee's step in the new grade, as per DoDI 1400.25, Volume 3006.

CES applies the OPM *two-step promotion rule*. Additional information from OPM provides detailed information about the two-step promotion rule:

<https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/promotions/>.

Q14. What are the effective dates of currently approved TLMS work roles?

Answer. Figure 1 shows the approval dates for all TLMS work roles.

Table 1: Approval Dates for Work Roles

DCWF Work Role		TLMS Pay Table Group	Effective Date
321	ACCESS NETWORK OPERATOR	Global	1/1/2021
461	SYSTEMS SECURITY ANALYST	Regional	1/1/2021
511	CYBER DEFENSE ANALYST	Regional	1/1/2021
531	CYBER DEFENSE INCIDENT RESPONDER	Regional	1/1/2021
611	AUTHORIZING OFFICIAL/DESIGNATING REPRESENTATIVE	Regional	1/1/2021
612	SECURITY CONTROL ASSESSOR	Regional	1/1/2021
621	SOFTWARE DEVELOPER	Regional	1/1/2021
121	EXPLOITATION ANALYST	Global	7/28/2022



322	INTERACTIVE OPERATOR	Global	7/28/2022
212	CYBER DEFENSE FORENSICS ANALYST	Regional	3/10/2024
521	CYBER DEFENSE INFRASTRUCTURE SUPPORT SPECIALIST	Regional	3/10/2024
631	INFORMATION SYSTEMS SECURITY DEVELOPER	Regional	3/10/2024
332	CYBER OPERATIONS PLANNER	Regional	12/9/2024
422	DATA ANALYST	Regional	12/9/2024
652	SECURITY ARCHITECT	Regional	12/9/2024
722	INFORMATION SYSTEMS SECURITY MANAGER	Regional	12/9/2024
122	DIGITAL NETWORK EXPLOITATION ANALYST	Global	1/17/2025
442	NETWORK TECHNICIAN	Regional	1/17/2025
443	NETWORK ANALYST	Regional	1/17/2025
463	HOST ANALYST	Regional	1/17/2025
341	CYBERSPACE CAPABILITY DEVELOPER (CCD)	Regional	4/6/2025

Q15. Is the TLMS portable?

Answer. No, the TLMS is not portable. Employees who vacate or are reassigned from a TLMS-approved position to a position that is not approved for TLMS are no longer eligible for the supplement.



Q16. If an employee has a question about their assigned work role code(s) or TLMS eligibility, who should they contact?

Answer. Employees should direct questions about cyber work role coding or TLMS eligibility to their supervisor. Their supervisor will work with the servicing HR Office to ensure the employee's Defense Civilian Personnel Data System record is reviewed for required updates or corrections.

Q17. Where can I find additional information on the CES TLMS?

Answer. For further questions on the CES TLMS or this guidance, please visit the DoD Cyber Exchange or reach out to your Component's CES Program Manager.

2025 CES Pay Rates and TLMS Memos

Follow this URL to a copy of 2025 CES Pay Rates and TLMS Memos:

<https://public.cyber.mil/wid/dod-cyber-excepted-service-ces/document-library/>

Table 2: Regional and Global Table Key

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