



# CES Compensation

$$\text{Basic Pay} = \text{Base Pay} + \begin{matrix} \text{LMS} \\ \text{\textcircled{or}} \\ \text{TLMS} \end{matrix}$$

## LMS

Local Market Supplement. Add an amount to the Base Pay, based on geographic location of the position. (Equivalent to GS locality rates.)

## TLMS

Targeted Local Market Supplement. Add an amount to the Base Pay, based on occupational category or specialization, work level, geographic location, or other factors, if an LMS does not adequately address labor market competitiveness.

Base Pay  
Equivalent to GS base pay.

Employees may receive an LMS or TLMS, but not both



Basic Pay is subject to the maximum pay limitation of Level IV of the Executive Schedule.

