



# Service Comparison

Competitive Service

OR

CES



- Keep Current Grade and Salary
- Maintain Attained Career Status
- Completed Probationary Periods
- Temporary Promotions
- Federal Retirements, Retirement, Leave Accrual Rate
- Protections, Appeal Rights, Collective Bargaining
- Performance Management (DPMAP)
- DoD Cyber Inter-agency Agreement
- Qualification-based Promotions (no time-in-grade)
- Quality Step Increase up to Step 12

