



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

APR 16 2019

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2019 Department of Defense Cyber Excepted Service Pay Rates

- References: (a) Section 1599f of Title 10, United States Code
(b) Department of Defense Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," dated August 15, 2017
(c) Executive Order, "Adjustment of Certain Rates of Pay," dated March 28, 2019

In accordance with the personnel authorities established in references (a) and (b), the 2019 pay rates for the Department of Defense (DoD) Cyber Excepted Service (CES) Personnel System have been established in the attached document.

As stated in reference (b), when General Schedule (GS) rates are adjusted based on an Executive Order or by an act of Congress, CES grade rate ranges will be adjusted automatically consistent with the GS grade rate ranges to ensure consistency among the DoD's cyber competitive service GS and CES workforce segments. The attached CES rate ranges reflect the calendar year 2019 rates authorized by the President in reference (c). The CES Local Market Supplement (LMS) rates correspond to the calendar year 2019 percentages for Federal locality pay areas in accordance with section 3.4.g of reference (b).

Applicable locality payments for 2019 are inclusive of six additional locality pay areas. The additional locality pay areas are Birmingham-Hoover-Talladega, AL; Burlington-South Burlington, VT; Corpus Christi-Kingsville-Alice, TX; Omaha-Council Bluffs-Fremont, NE-IA; San Antonio-New Braunfels-Pearsall, TX; and Virginia-Beach-Norfolk, VA-NC.

In the absence of established Targeted Local Market Supplements (TLMS) for the CES, the usage of the calendar year 2019 Special Rate Tables established by the Office of Personnel Management may continue, as appropriate, for CES positions in accordance with section 3.4 of reference (b). DoD Components with CES positions assigned to foreign locations are authorized to pay a common TLMS tied to the Washington-Baltimore-Arlington, DC-MD-VA-WV-PA LMS in accordance with section 3.4.d of reference (b).

The effective date of these changes is January 6, 2019, the first day of the first applicable pay period beginning on or after January 1, 2019, as per the Executive Order, "Adjustment of Certain Rates of Pay," dated March 28, 2019, of reference (c).

My point of contact for this matter is Mr. Patrick Johnson at 571-372-4592 or patrick.johnson1.civ@mail.mil.

Michelle LoweSolis
Director

Attachments:
As stated

cc:

Office of the DoD Chief Information Officer

Deputy Assistant Secretary of Defense for Civilian Personnel Policy

Director of Human Capital Management Office, Under Secretary of Defense for Intelligence

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**Department of Defense
Cyber Excepted Service (CES) Personnel System**

GG Grade Ranges for 2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	*Extended Range	
											Step 11	Step 12
GG 01	\$ 19,048	\$ 19,686	\$ 20,320	\$ 20,949	\$ 21,583	\$ 21,953	\$ 22,579	\$ 23,211	\$ 23,236	\$ 23,827	\$ 24,418	\$ 25,009
GG 02	\$ 21,417	\$ 21,927	\$ 22,636	\$ 23,236	\$ 23,497	\$ 24,188	\$ 24,879	\$ 25,570	\$ 26,261	\$ 26,952	\$ 27,643	\$ 28,334
GG 03	\$ 23,368	\$ 24,147	\$ 24,926	\$ 25,705	\$ 26,484	\$ 27,263	\$ 28,042	\$ 28,821	\$ 29,600	\$ 30,379	\$ 31,158	\$ 31,937
GG 04	\$ 26,233	\$ 27,107	\$ 27,981	\$ 28,855	\$ 29,729	\$ 30,603	\$ 31,477	\$ 32,351	\$ 33,225	\$ 34,099	\$ 34,973	\$ 35,847
GG 05	\$ 29,350	\$ 30,328	\$ 31,306	\$ 32,284	\$ 33,262	\$ 34,240	\$ 35,218	\$ 36,196	\$ 37,174	\$ 38,152	\$ 39,130	\$ 40,108
GG 06	\$ 32,716	\$ 33,807	\$ 34,898	\$ 35,989	\$ 37,080	\$ 38,171	\$ 39,262	\$ 40,353	\$ 41,444	\$ 42,535	\$ 43,626	\$ 44,717
GG 07	\$ 36,356	\$ 37,568	\$ 38,780	\$ 39,992	\$ 41,204	\$ 42,416	\$ 43,628	\$ 44,840	\$ 46,052	\$ 47,264	\$ 48,476	\$ 49,688
GG 08	\$ 40,263	\$ 41,605	\$ 42,947	\$ 44,289	\$ 45,631	\$ 46,973	\$ 48,315	\$ 49,657	\$ 50,999	\$ 52,341	\$ 53,683	\$ 55,025
GG 09	\$ 44,471	\$ 45,953	\$ 47,435	\$ 48,917	\$ 50,399	\$ 51,881	\$ 53,363	\$ 54,845	\$ 56,327	\$ 57,809	\$ 59,291	\$ 60,773
GG 10	\$ 48,973	\$ 50,605	\$ 52,237	\$ 53,869	\$ 55,501	\$ 57,133	\$ 58,765	\$ 60,397	\$ 62,029	\$ 63,661	\$ 65,293	\$ 66,925
GG 11	\$ 53,805	\$ 55,599	\$ 57,393	\$ 59,187	\$ 60,981	\$ 62,775	\$ 64,569	\$ 66,363	\$ 68,157	\$ 69,951	\$ 71,745	\$ 73,539
GG 12	\$ 64,490	\$ 66,640	\$ 68,790	\$ 70,940	\$ 73,090	\$ 75,240	\$ 77,390	\$ 79,540	\$ 81,690	\$ 83,840	\$ 85,990	\$ 88,140
GG 13	\$ 76,687	\$ 79,243	\$ 81,799	\$ 84,355	\$ 86,911	\$ 89,467	\$ 92,023	\$ 94,579	\$ 97,135	\$ 99,691	\$ 102,247	\$ 104,803
GG 14	\$ 90,621	\$ 93,642	\$ 96,663	\$ 99,684	\$ 102,705	\$ 105,726	\$ 108,747	\$ 111,768	\$ 114,789	\$ 117,810	\$ 120,831	\$ 123,852
GG 15	\$ 106,595	\$ 110,148	\$ 113,701	\$ 117,254	\$ 120,807	\$ 124,360	\$ 127,913	\$ 131,466	\$ 135,019	\$ 138,572	\$ 142,125	\$ 145,678

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,” August 15, 2017.

*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.

Effective Date: January 6, 2019

**Department of Defense
Cyber Excepted Service (CES) Personnel System
Local Market Supplement (LMS) Rates for 2019**

<u>Locality Pay Area</u> ¹	<u>Locality Payment</u> ²	<u>Total 2019 Pay Adjustme</u>
Alaska	28.89%	2.09%
Albany-Schenectady, NY-MA	17.19%	2.00%
Albuquerque-Santa Fe-Las Vegas, NM	16.20%	1.79%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	21.64%	1.80%
Austin-Round Rock, TX	17.46%	2.05%
Birmingham-Hoover-Talladega, AL	15.77%	1.75%
Boston-Worcester-Providence, MA-RI-NH-ME	28.27%	2.03%
Buffalo-Cheektowaga, NY	19.67%	1.82%
Burlington-South Burlington, VT	16.18%	2.11%
Charlotte-Concord, NC-SC	16.79%	1.91%
Chicago-Naperville, IL-IN-WI	28.05%	1.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	20.21%	1.69%
Cleveland-Akron-Canton, OH	20.45%	1.71%
Colorado Springs, CO	17.19%	1.92%
Columbus-Marion-Zanesville, OH	19.47%	1.83%
Corpus Christi-Kingsville-Alice, TX	16.01%	1.96%
Dallas-Fort Worth, TX-OK	24.21%	2.07%
Davenport-Moline, IA-IL	16.49%	1.76%
Dayton-Springfield-Sidney, OH	18.61%	1.83%
Denver-Aurora, CO	26.30%	2.07%
Detroit-Warren-Ann Arbor, MI	26.81%	1.85%
Harrisburg-Lebanon, PA	16.65%	1.84%
Hartford-West Hartford, CT-MA	28.87%	1.92%
Hawaii	18.98%	1.87%
Houston-The Woodlands, TX	32.54%	2.02%
Huntsville-Decatur-Albertville, AL	19.18%	1.99%
Indianapolis-Carmel-Muncie, IN	16.57%	1.70%
Kansas City-Overland Park-Kansas City, MO-KS	16.60%	1.84%
Laredo, TX	18.22%	2.11%
Las Vegas-Henderson, NV-AZ	17.04%	1.88%
Los Angeles-Long Beach, CA	31.47%	2.10%
Miami-Fort Lauderdale-Port St. Lucie, FL	23.12%	1.80%
Milwaukee-Racine-Waukesha, WI	20.58%	1.77%
Minneapolis-St. Paul, MN-WI	24.00%	1.92%
New York-Newark, NY-NJ-CT-PA	33.06%	2.11%
Omaha-Council Bluffs-Fremont, NE-IA	15.87%	1.84%
Palm Bay-Melbourne-Titusville, FL	16.33%	1.75%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	25.30%	1.98%
Phoenix-Mesa-Scottsdale, AZ	19.60%	1.83%
Pittsburgh-New Castle-Weirton, PA-OH-WV	18.86%	1.84%
Portland-Vancouver-Salem, OR-WA	23.13%	1.90%

<u>Locality Pay Area</u>¹	<u>Locality Payment</u>²	<u>Total 2019 Pay Adjustment</u>
Raleigh-Durham-Chapel Hill, NC	19.99%	1.80%
Richmond, VA	19.38%	1.90%
Sacramento-Roseville, CA-NV	25.59%	1.99%
San Antonio-New Braunfels-Pearsall, TX	16.07%	2.02%
San Diego-Carlsbad, CA	28.80%	2.13%
San Jose-San Francisco-Oakland, CA	40.35%	2.18%
Seattle-Tacoma, WA	26.04%	2.15%
St. Louis-St. Charles-Farmington, MO-IL	17.05%	1.90%
Tucson-Nogales, AZ	16.68%	1.85%
Virginia Beach-Norfolk, VA-NC	15.91%	1.87%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	29.32%	2.27%
Rest of US	15.67%	1.66%
Total/Averages	23.01%	1.95%

¹ Locality pay area definitions are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>.

² The 2019 locality rate replaces the 2018 locality rate. It is not paid in addition to or on top of the 2018 locality rate.

AUTHORITY: CES local market supplement rates are authorized in accordance with DoDI 1400.25-V3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017.

CES adjusted basic pay (Base Pay + LMS or Special Rate or TLMS) may not exceed \$166,500.

Effective Date: January 6, 2019