



DoD Cyber Excepted Service (CES) Personnel System



August 2017

Overview

In FY16 Congress gave DoD new authorities to create the Cyber Excepted Service (CES) personnel system under Section 1599f of Title 10, United States Code. To implement these authorities, DoD submitted an implementation plan to Congress in June 2016.

The Office of the DoD Chief Information Officer (DoD CIO), in partnership with the Principal Cyber Advisor (PCA), the Office of the Under Secretary of Defense for Personnel & Readiness (USD(P&R)), and the Office of the Under Secretary of Defense for Intelligence (USD(I)), developed the first four policies for implementing this new personnel system.

CES implementation and hiring will begin in August 2017 with Phase 1 organizations-United States Cyber Command, Joint Force Headquarters-DoD Information Networks, and Office of the Deputy Chief Information Officer for Cybersecurity. After the conclusion of Phase 1, Phase 2 implementation will occur at the Defense Information Systems Agency Headquarters (Ft. Meade) and the Service Cyber Components. Ongoing Department cyber mission assessment activities may identify other organizations for CES in the future.

The Cyber Excepted Service:

- Is a mission-focused personnel system that supports the human capital lifecycle for civilian employees engaged in or in support of a cyber-related mission.
- Promotes a culture that is based upon mission requirements and employee capabilities.
- Offers flexibilities for the recruitment, retention, and development of cyber professionals across DoD.
- Aligns to both Title 10 and Title 5 provisions, CES:
 - Provides agile recruitment sourcing flexibilities to solicit high quality candidates.
 - Streamlines HR procedures to ensure the timely acquisition of mission-focused talent.
 - Leverages a market-based pay structure to deliver competitive compensation packages.
- Facilitates voluntary employee conversions from the competitive to excepted service.
- Maintains current Title 5 attained career status, protections, appeal rights, and collective bargaining agreements.
- Fosters mission-focused position design and classification.
- Supports the design of a comprehensive career management program that provides a roadmap for a variety of career paths.

An Enterprise approach for managing the DoD cyber workforce...