



DoD Cyber Excepted Service (CES) Personnel System



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Policies

Overview

Section 1599f of Title 10, U.S.C. provides the Department of Defense with the authorities to create the Cyber Excepted Service (CES) personnel system. 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.

Current Policies

DoDI 1400.25, Volume 3001, CES Introduction establishes the policies, responsibilities, procedures, definitions, and delegations for the development, management, and evaluation of the personnel system. This policy prescribes the overall scope of the new personnel system, along with the opportunity for competitive service employees to voluntarily convert to the CES. If an employee declines to voluntarily convert to CES, the CES-designated position will be converted to CES when vacated by that employee.

DoDI 1400.25, Volume 3005, CES Employment and Placement establishes the policies, responsibilities, procedures, and delegations for the design and administration of employment and placement programs. This policy prescribes the excepted service recruitment and placement procedures, flexibilities for candidate sourcing, qualification requirements, probationary periods, veterans' preference, and reinforces the application of merit system principles. The Office of Personnel Management has established a Legal Authority Code for processing CES personnel actions.

DoDI 1400.25, Volume 3006, CES Compensation Administration establishes the policies, responsibilities, procedures, and delegations for the design and administration of compensation programs. This policy prescribes the CES compensation structure (Base Pay + Local Market Supplement or Targeted Local Market Supplement), flexibilities and incentives, pay setting, and promotion procedures. The GG pay plan and graded structure has been established for CES implementation.

DoDI 1400.25, Volume 3007, CES Occupational Structure establishes the policies, responsibilities, procedures, and delegations for the design and administration of the CES occupational structure. This policy prescribes the elements of the CES occupational structure and the respective grading standards for classifying CES non-supervisory and supervisory positions. CES will be implemented under a rank-in-position construct.

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