Cyber Excepted Service

Imperatives

- Section 1599f of Title 10, Chapter 81, United States Code

- DoD Cyberspace Workforce Strategy, 2013

- DoD 8140.01 Cyberspace Workforce Management, 2015

- Federal Cybersecurity Workforce Assessment Act of 2015

Core CES Policies

DoD Instruction1400.25:

- Volume 3001, Introduction
- Volume 3005, Employment and Placement
- Volume 3006, Compensation Administration
- Volume 3007, Occupational Structure

DoD Issuances Website:
http://www.esd.whs.mil/Directives/Recent-Publications/

Tenets of CES

Administers Title 10 and Title 5 provisions

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

Implementation

Organizations	Projected Timeline*
Phase 1: -U.S. Cyber Command -Joint Force HQ DoD Information Networks -DCIO Cybersecurity	~ Aug 2017 - Jan 2018
Phase 2: -DISA HQ (Ft. Meade) -Service Cyber Components	~ Jan 2018 - Jan 2020
Phase 3: -Other DoD Organizations	~Jan 2020 - Jan 2022

The projected timelines depict the level of effort to conduct Component HR operational, CES training, and labor relations activities.

Near Term CES Goals

- Obtain an Interchange Agreement
- Establish New Cyber Compensation Incentives and Special Salary Rates (TLMS)
- Publish Additional CES Policies
- Establish a DoD Cyber Rotational Program
- Establish a Cyber Career Management Program

CES is an Enterprise approach for managing the DoD cyber workforce…