



DoD Cyber Excepted Service (CES) Personnel System



	Title 5 Competitive Service (Oversight by OPM)	Title 10 DCIPS Excepted Service (Oversight by SecDef (OSD))	Title 10 Cyber Excepted Service (Oversight by SecDef (OSD))
Policy Area			
General Overview	<ul style="list-style-type: none"> - Same merit system principles and prohibitive personnel practices (Civil Service Reform Act of 1978) - Competitive Service (Civil Service Reform Act of 1978) - Oversight by the Office of Personnel Management (OPM) 	<ul style="list-style-type: none"> - Same merit system principles and prohibitive personnel practices (Civil Service Reform Act of 1978) - Excepted Service (Civil Service Reform Act of 1978) - Oversight by the Department of Defense (DoD) 	<ul style="list-style-type: none"> - Same merit system principles and prohibitive personnel practices (Civil Service Reform Act of 1978) - Excepted Service (Civil Service Reform Act of 1978) - Oversight by the Department of Defense (DoD)
Occupational Structure (Classification)	<ul style="list-style-type: none"> - Classification established by Classification Act of 1949 - General Schedule (GS); 15 GS Grades; 10 Steps - Equal pay for equal work - OPM Classification standards and guides - OPM classification appeal procedures 	<ul style="list-style-type: none"> - Exempt from Classification Act of 1949 - General Government (GG); 15 GG Grades; 12 Steps - Equal pay for equal work - Pay is set "in relation to" GS for increased flexibility - DCIPS mission categories/work categories/work levels/GG grades - Work levels are common denominator for band and grade structures within DCIPS - Component Level alignment appeal process (formal/informal) - DoD Component Head is the final appellate authority 	<ul style="list-style-type: none"> - Exempt from Classification Act of 1949 - General Government (GG); 15 GG Grades; 12 Steps - Equal pay for equal work - Pay is set "in relation to" GS for increased flexibility - CES mission categories (TBD)/work categories/work levels/GG grades - Work levels are common denominator for band and grade structures within CES - Component Level classification appeal process (formal/informal) - DoD Component Head is the final appellate authority
Employment & Placement (Staffing) AND Reduction In Force (RIF)/Adjustment In Force (AIF)	<ul style="list-style-type: none"> - Various appointing authorities - Direct hire authority - No on-the-spot hiring authority - Category Rating - Veterans' Preference. Passover approved by OPM - OPM qualification standards - Two year probationary period - Temporary appointments (<1 yr) - Term appointments (for >1 yr up to 5 yrs) - Multiple training/development programs 	<ul style="list-style-type: none"> - 10 USC 1601 – Single Appointing Authority - Currently, No Personnel Interchange Agreement between GS and GG. Efforts underway to restore - Direct hire authority ("direct-to-public"/On-the-Spot); always merit based and sometimes noncompetitive if conditions warrant) - Veterans' Preference (Eligibility same as Title 5 for external to gov't recruitment) No points assigned or rule of three; Passover of 30% Disabled Vet Approved by USD(I) - Separate Qualifications Standards (OPM standards used as guides) 	<ul style="list-style-type: none"> - 10 USC 1599f- Single Appointing Authority - Currently, No Personnel Interchange Agreement between GS and GG. Efforts underway to establish - Direct hire authority ("direct-to-public"/On-the-Spot); always merit based and sometimes noncompetitive if conditions warrant) - Veterans' Preference (Eligibility same as Title 5 for external to gov't recruitment) No points assigned or rule of three; Passover of 30% Disabled Vet Approved by USD(P&R) - Separate Qualifications Profiles (DoD CIO TBD accordance with DoDI 8140.01 and issuances/OPM standards used as guides)



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	<p><u>RIF</u></p> <ul style="list-style-type: none"> - Avoidance/Goals – SAME - Two RIF rounds - Performance based RIF procedures that are applicable to the competitive and excepted service 	<ul style="list-style-type: none"> - Two year DCIPS trial period - No Time-In-Grade rather Quality of Experience - Temporary appointments (<1 yr) - DCIPS term appointments (for >1 yr up to 5 yrs) - Entry/Developmental program (Professional (Two-graded Work Category)) <p><u>AIF</u></p> <ul style="list-style-type: none"> - Avoidance/Goals – SAME - One AIF Round (Bump) - Focus on placement through PPP or DCIPS Retention Program 	<ul style="list-style-type: none"> - Three year CES probationary period for new hires; Accepts current and completed GS two year probationary periods - No Time-In-Grade rather Quality of Experience - Temporary appointments (<1 yr) - CES term appointments (for >1 yr up to 5 yrs) - Entry/Developmental program (Professional (Two-graded Work Category)) <p><u>RIF</u></p> <ul style="list-style-type: none"> - Avoidance/Goals – SAME - Two RIF rounds - Performance based RIF procedures that are applicable to the competitive and excepted service
Compensation Administration	<ul style="list-style-type: none"> - Various pay systems - Annual basic pay increase - Locality-based comparability payments - Premium pay - Different pay setting procedures depending on experience - Promotion upon examination (or eligibility for exemption) - OPM Special Salary Rate (SSR) pay - Grade and pay retention procedures 	<ul style="list-style-type: none"> - Various pay systems - Annual basic pay increase - Local Market Supplement (LMS) - Targeted Local Market Supplement (TLMS) - Premium pay - Different pay setting procedures depending on experience; Salary flexibility for new federal employees can be set at no higher than step 10 if warranted - Pay for OPM SSR-like employees - Pay retention procedures 	<ul style="list-style-type: none"> - One pay system - Annual basic pay increase - Local Market Supplement (LMS) - Targeted Local Market Supplement (TLMS) - Premium pay - Different pay setting procedures depending on experience; Salary flexibility for new federal employees can be set at no higher than step 12 if warranted - Pay for OPM SSR-like employees - Pay retention procedures
Professional Development	<ul style="list-style-type: none"> - Title 10 is consistent with Title 5 regulations, with the exception of the Joint Duty Assignment (JDA) program for Title 10 		<ul style="list-style-type: none"> - Title 10 is consistent with Title 5 regulations, with exception of DoD Cyber Workforce Training specific programs
Performance Management	<ul style="list-style-type: none"> - New Beginnings: DoD Performance Management and Appraisal Program (DPMAP) - One Performance Cycle - 3-Tiered Rating Levels - Performance elements and standards 	<ul style="list-style-type: none"> - One PM system (5 level rating system) - Uniform Performance Cycle based on Fiscal Year - Required 3-6 POs and 6 performance elements (PEs) 	<ul style="list-style-type: none"> - New Beginnings: DoD Performance Management and Appraisal Program (DPMAP) - One Performance Cycle - 3-Tiered Rating Levels



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	<ul style="list-style-type: none"> - Minimum of 3 supervisor-employee performance discussions are required - One Annual Performance Appraisal, with a minimum employee performance period of 90-days - Assessment rating and narrative may be challenged in accordance with Administrative Grievance Procedures - Subject to Collective Bargaining Agreements 	<ul style="list-style-type: none"> - Year-end assessment of POs and PEs - Defined performance cycle phases (Plan, Evaluate, Reward) - Standards/measures both embedded within objective and separate general and specific descriptors used as rating guide - Weighted rating (60% POs, 40% PEs) - Role of Rating Official, Reviewing Official, PM PRA - Closeout process - Administrative reconsideration process (formal/informal) to dispute ratings vs Administrative Grievance System - NSA Talent Evaluation and Advancement (TEA) Pilot 	<ul style="list-style-type: none"> - Performance elements and standards - Minimum of 3 supervisor-employee performance discussions are required - One Annual Performance Appraisal, with a minimum employee performance period of 90-days - Assessment ratings and narrative may be challenged in accordance with Administrative Grievance Procedures - Subject to Collective Bargaining Agreements
<p>Discipline/Adverse Actions/Performance-Based Actions</p>	<ul style="list-style-type: none"> - Table of Penalties - Opportunity to Improve (Performance Improvement Plan) - Reduction in grade, reassignment, or removal of employee for unacceptable performance - Can file employee administrative grievance concerning disciplinary actions - Can appeal adverse actions and performance-based actions to the MSPB 	<ul style="list-style-type: none"> - Table of Penalties - Can file internal appeal concerning disciplinary actions/adverse actions /performance-based actions IAW separate DCIPS internal appeals process - Reduction in grade or work level/removal of employee for unacceptable performance - Only veterans can appeal to the MSPB; otherwise, right to challenge under internal DCIPS Employee Grievance Procedures - Improvement Plan (60-90 day period) - Special Termination Authority under the conditions specified in section 1609, title 10, United States Code 	<ul style="list-style-type: none"> - Table of Penalties - Opportunity to Improve (Performance Improvement Plan) - Reduction in grade or work level, reassignment, or removal of employee for unacceptable performance - Can file employee administrative grievance concerning disciplinary actions - Can appeal adverse actions and performance-based actions to the MSPB
<p>Administrative Grievances</p>	<ul style="list-style-type: none"> - DoDI 1400.25, Volume 771 procedures followed - Components develop and implement ADR techniques as appropriate and in compliance with V-771 - Deciding Official delegated within Component - Identify list of subjects that cannot be grieved - Permits employees to grieve performance ratings 	<ul style="list-style-type: none"> - DoDI procedures, Volume 2014 supplemented by Component DCIPS policy - Includes any employee covered by DCIPS, except for DISES employees - Deciding Official within Components - Identify list of subjects that cannot be grieved - Includes both a Formal and Informal Dispute process 	<ul style="list-style-type: none"> - DoDI 1400.25, Volume 771 procedures followed - Components develop and implement ADR techniques as appropriate and in compliance with V-771 - Deciding Official delegated within Component - Identify list of subjects that cannot be grieved - Permits employees to grieve performance ratings



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		<ul style="list-style-type: none"> - Alternative Dispute Resolution (ADR) processes fully supported - Disputes over performance appraisals excluded under employee grievances but considered under separate internal DCIPS reconsideration process contained within the Performance Management Volume 	
Benefits	<ul style="list-style-type: none"> - Federal Employee Health Benefits - Federal Employee Group Life Insurance - Thrift Savings Plan - Federal Retirement System (FERS/CSRS/CSRS Offset) - Federal Employees Dental/Vision Program - Long Term Care Insurance 	<ul style="list-style-type: none"> - Federal Employee Health Benefits - Federal Employee Group Life Insurance - Thrift Savings Plan - Federal Retirement System (FERS/CSRS/CSRS Offset) - Federal Employees Dental/Vision Program - Long Term Care Insurance 	<ul style="list-style-type: none"> - Federal Employee Health Benefits - Federal Employee Group Life Insurance - Thrift Savings Plan - Federal Retirement System (FERS/CSRS/CSRS Offset) - Federal Employees Dental/Vision Program - Long Term Care Insurance
Seniors Programs	<ul style="list-style-type: none"> - Senior Executive Service (SES) - Senior Level/Senior Technical (SL/ST) - Highly Qualified Experts (HQEs) - Oversight by OPM - Executive Schedule (5 pay levels) - Rank Awards (oversight by OPM) - Removals/adverse actions: Merit Systems Protection Board (MSPB) appeal rights 	<ul style="list-style-type: none"> - Defense Intelligence Senior Executive Service (DISES) - Defense Intelligence Senior Leader (DISL) - Highly Qualified Experts (HQEs) - Oversight & allocation by Office of Secretary of Defense (OSD) - No OPM oversight of Rank Awards (direct SecDef to President via NSC) - Removals/adverse actions (DoD standards; no MSPB rights except for Veterans) 	<ul style="list-style-type: none"> - Senior Executive Service (SES) - Senior Level/Senior Technical (SL/ST) - Highly Qualified Experts (HQEs) - Oversight by OPM - Executive Schedule (5 pay levels) - Rank Awards (oversight by OPM) - Removals/adverse actions: Merit Systems Protection Board (MSPB) appeal rights