

Cyber Excepted Service

- ❖ A mission-focused personnel system, aligned to both Title 10 and Title 5 provisions, 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
- ❖ Further advances the strategic goals of the Office of the DoD Chief Information Officer, Principal Cyber Advisor, and U.S. Cyber Command
- ❖ Facilitates voluntary employee conversions from the competitive to excepted service
- ❖ Maintains current Title 5 attained career status, protections, appeal rights, and collective bargaining agreements



Key Attributes

One Common Occupational Structure for DoD Cyber Positions

-Mission-focused position design and classification

Appointments

-Permanent, Indefinite, Temporary, Term, Direct Hire, “On the Spot”

Agile Recruitment Sourcing Flexibilities

-Source candidates by any legal merit-based means

-USA Jobs is not required, but remains an option

Qualification-Based Professional Development and Advancement Opportunities

-No time-in-grade or equivalency requirements

-Quality of specialized experience and/or competencies is assessed

Market-Based Compensation

-Targeted Local Market Supplements (Future)

-Current Employee Conversions to CES: No change in pay; Documented career-ladders will continue

-Pay Setting for New CES Appointments (Hires): Qualification-based; Up to step 12 (with justification)

-With-In-Grade Increases: Waiting periods equivalent to GS (up to step 10)

-Awards: Quality Step Increases (up to step 12)

Probationary Periods

-New Hires: Must complete a 3-year probationary period

-Current Employees: Complete 2-years in accordance with original conditions of employment

-New Supervisors/Managers: Must complete 1-year probationary period

Veterans Preference

-CES does not apply 5 or 10-point veterans’ preference

-Only preference-eligible candidates with a Military Service-connected disability of 30% or more will be specifically identified and documented

Movements

-Facilitates non-competitive & competitive lateral movements (qualifying equivalent work levels work categories, grades) across the enterprise