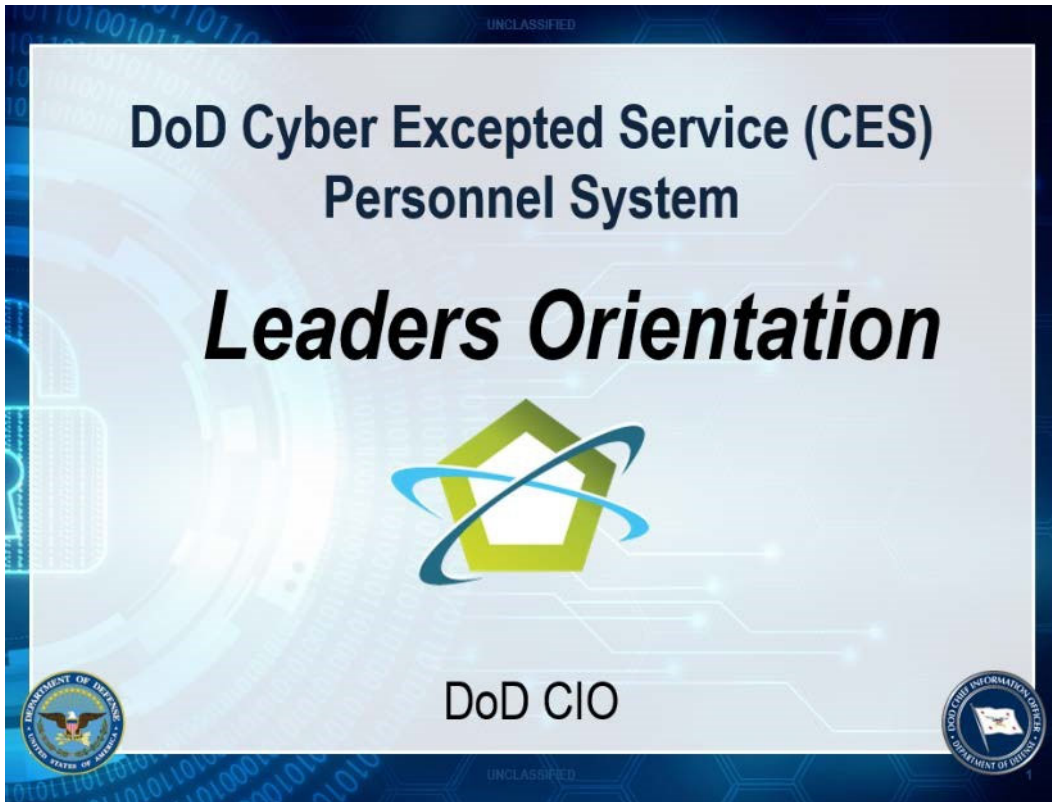




Slide 1




Slide 2

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Learning Topics

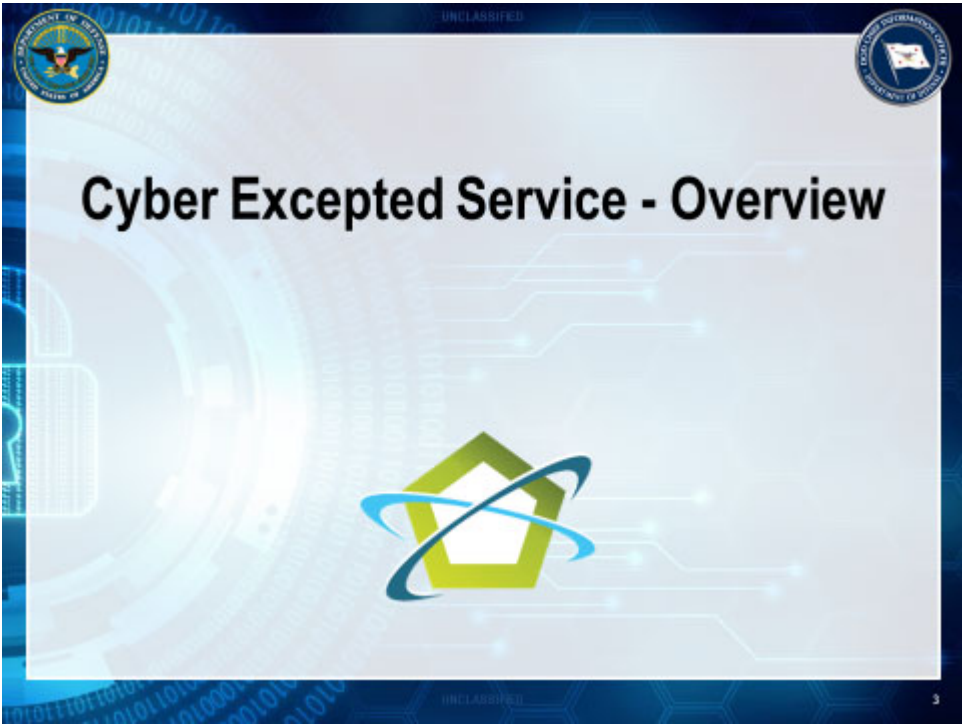
- Introduction
- CES - Overview
- CES - Position Management
- CES - Leaders
- CES - Implementation
- Leaders Orientation Review
- Closing Remarks



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Slide 3



Slide 4

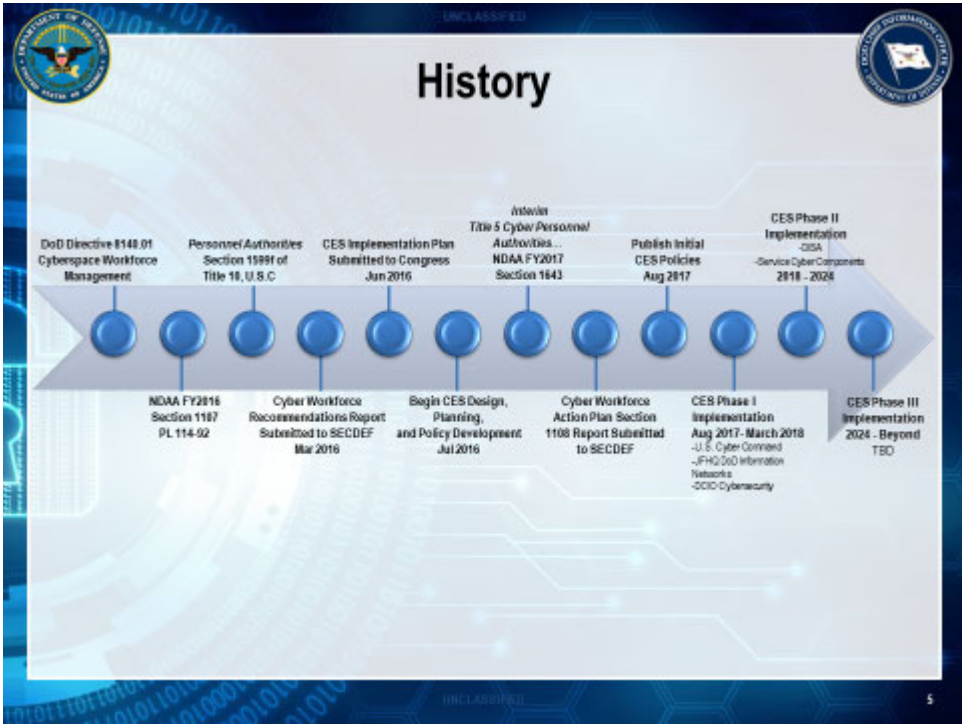
The slide features a blue background with a circuit-like pattern and binary code. It includes the Department of Defense seal on the left and the Office of Information Management seal on the right. The word 'UNCLASSIFIED' is visible at the top and bottom center. The main title is 'Cyber Excepted Service'. Below the title is a bulleted list of four points. At the bottom, a blue banner contains the slogan 'An Enterprise approach for managing the DoD cyber workforce...'. A small number '4' is in the bottom right corner of the slide frame.

Cyber Excepted Service

- Focuses on a 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 missions
- 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
- Furthers advancements of the strategic goals for the Office of the DoD Chief Information Officer, Principal Cyber Advisor, and U.S. Cyber Command



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

Slide 5



Slide 6

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Scope and Applicability

- **CES applies to:**



DoD positions that perform, manage, supervise, or support functions necessary to execute the responsibilities of the United States Cyber Command, pursuant to Section 1599f of Title 10, U.S.C.

Scope: CES Designated Organizations
Phase I: U.S. Cyber Command, Joint Force HQ DoD Information Networks, DCIO Cybersecurity
Phase II: Defense Information Systems Agency, Service Cyber Components
- **CES does not apply to:**
 - Defense Civilian Intelligence Personnel System, Federal Wage System, non-appropriated fund employees, foreign national, and employees employed under authority other than the CES
 - Employees in CES-designated cyber positions who declined the voluntary opportunity to convert to the CES
 - Employees in cyber positions that are not CES-designated or are under other personnel authorities
 - Senior Executive Service, senior level, scientific and professional, and equivalent positions, unless specifically addressed in the CES policies

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Slide 7

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Scope and Applicability

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Slide 8

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Cyber Mission Imperatives

(1 of 2)

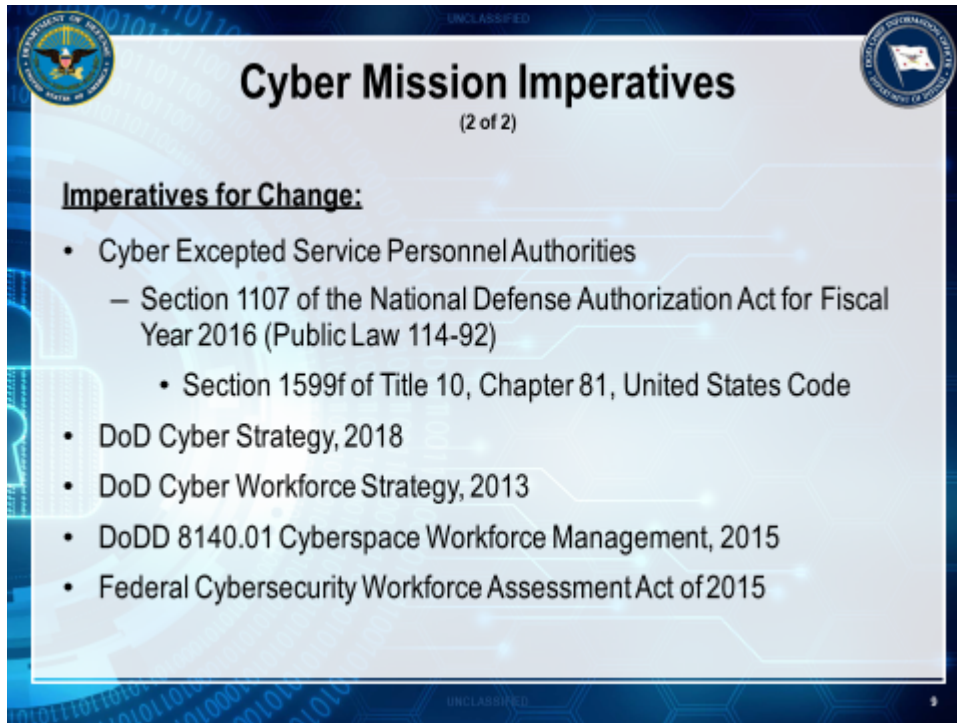


Human Capital Challenges:

- Increasing Cyber Threats
- Multi-Faceted Cyber Domains
 - Unstable Mission Scope
 - Inconsistent Workforce Identification
- Hyper-Competition for Top Talent
- Disparate Workforce
 - Geographic Location
 - Personnel Systems
 - Disjointed Approaches for Professional Development



Slide 9



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Cyber Mission Imperatives

(2 of 2)


Imperatives for Change:

- Cyber Excepted Service Personnel Authorities
 - Section 1107 of the National Defense Authorization Act for Fiscal Year 2016 (Public Law 114-92)
 - Section 1599f of Title 10, Chapter 81, United States Code
- DoD Cyber Strategy, 2018
- DoD Cyber Workforce Strategy, 2013
- DoDD 8140.01 Cyberspace Workforce Management, 2015
- Federal Cybersecurity Workforce Assessment Act of 2015


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Key Program Attributes



- **One common occupational structure for DoD Cyber professionals:**
 - Mission-focused position design and classification
- **Agile recruitment sourcing flexibilities:**
 - Source candidates by any legal merit-based means
 - USA Jobs is not required, but remains an option
- **Enhanced Pay-Setting Flexibilities:**
 - Job offers up to step 12
- **Veterans Preference:**
 - CES does not apply 5 or 10 point veterans' preference during the rating and ranking period
 - Preference-eligible with a military service connected disability of 30% percent or more must be specifically identified.
- **Qualification-based professional development and advancement opportunities:**
 - No time-in-grade or equivalency requirements
 - Quality of specialized experience and/or competencies is assessed
- **Probationary Periods:**
 - New Hires: must complete a 3-year probationary period
 - Current employees: finish 2-years in accordance with original conditions of employment
 - New supervisors/managers: must complete 1-year probationary period

Facilitates voluntary employee conversions from the competitive to excepted service

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Slide 11

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Program Design Concepts

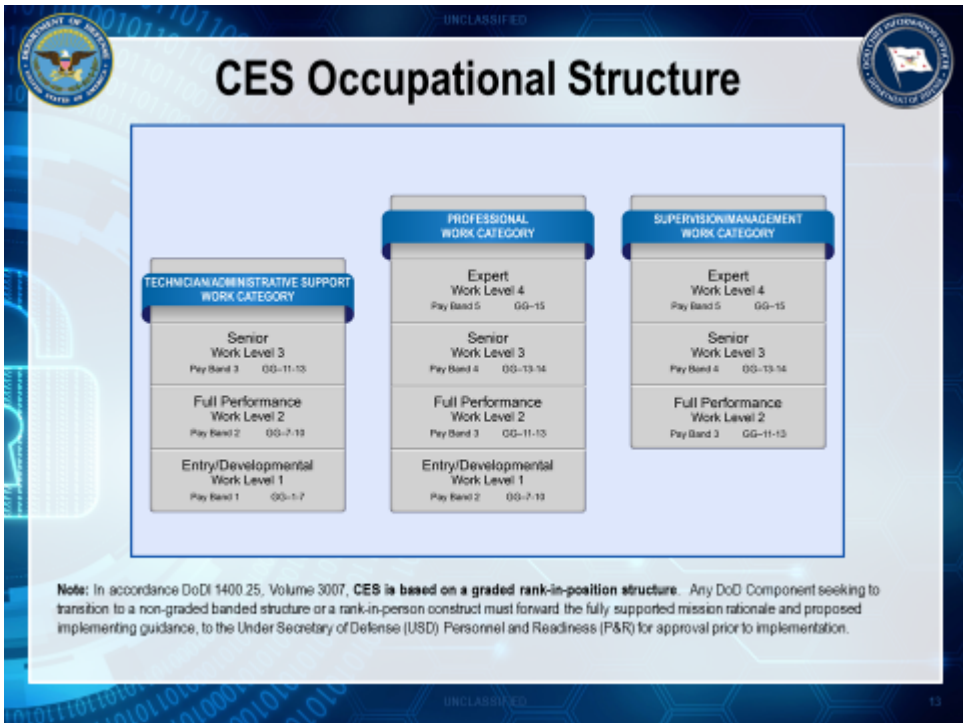
- Enterprise Perspective
- Consistency and Flexibilities Across the Enterprise
- Mission Requirements
- Employee Capabilities
- Performance Based Recognition
- Competitive Compensation



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Slide 13



Slide 16

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Compensation



- **Current Employee CES Conversions:**
 - No Change In Pay
 - Pay Plan Will Change from GS to GG
 - Documented Career Ladders Will Continue
 - GS Special Rates Will Continue (in the absence of a CES TLMS)
- **Promotions:**
 - Two-Step Promotion Rule Applies
 - Qualification-Based (no time-in-grade); Up to Step 12 (with justification)
 - Temporary Promotions
- **Pay Setting for New CES Appointments (Hires):**
 - Qualification-Based; Up to Step 12 (with justification)
- **With-In-Grade Increases:**
 - Waiting Periods and Procedures Equivalent to GS (up to step 10)
- **Awards:**
 - Quality Step Increase (up to step 12)
- **New CES Compensation Initiatives Will Be Established In the Future**

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Compensation Key Terms & Occupational Categories (Pay) Adjustments

Compensation key terms:

- Base Pay
- Local Market Supplement (LMS)
- Targeted Local Market Supplement (TLMS)
- Basic Pay

Basic Pay = Base Pay + LMS (or TLMS)

Applies to both pay banded and graded occupational categories:

- Reviewed Annually
- Linked to the annual Congressional pay increase process
- Adjusted at the same rate and at the same time as the General Schedule
- Adjusted LMS rates will correspond to locality rate increases
- Reviewed TLMSs annually to determine whether the business case exists for its continuation

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Slide 19

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CES Leaders

- **The successful implementation of CES requires that you:**
 - **Prepare** your staff for the changes brought by CES
 - **Support** the effort by providing adequate resources for CES implementation
 - **Encourage** open communication about CES
 - **Lead** the change by modeling your commitment as a leader and advocate of CES



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CES Leadership

- **Be a CES champion by:**
 - Modeling behaviors consistent with performance excellence
 - Providing reliable and consistent information to all employees
 - Assisting managers and supervisors with developing their communication skills
- **Make sure your staff understands the key benefits of CES:**
 - Empowering them to ownership of their own careers
 - Ensuring that all successful performance is recognized throughout the year
 - Promoting professional development and advancement opportunities

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CES Support

- **It is essential that you:**
 - Share what you learn with your staff
 - Attend CES engagements and training
 - Utilize all available resources to stay informed
 - Encourage employees and supervisors to attend all training courses
 - Allow adequate time for your organizational and servicing HR Office to prepare for CES implementation



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Slide 22

CES Preparations

- **Solicit feedback from your staff:**
 - Engage in two-way dialogue as frequently as possible
 - Monitor the quality of communications among employees and supervisors
 - Identify misconceptions or incorrect information quickly
 - Communicate and reinforce the right messages
 - Bridge any gaps in information and/or understanding
 - Determine the level of support and training necessary to move forward

- **Encourage your staff to remain informed:**
 - Offer timely and accurate information
 - Promote open communication to minimize confusion
 - Provide access to resources that will inform and educate employees on CES
 - Make yourself available to answer questions and address concerns as they arise

Slide 23

The slide features a blue header with the title 'Key Roles and Responsibilities' in white. On the left, a bulleted list identifies four roles: Employees, HR Practitioners, Supervisors/Managers, and Senior Leaders. On the right, a cluster of colorful pins on a white background lists various HR functions: Manage (green), Motivate (pink), Empower (purple), Evaluate (orange), HUMAN RESOURCES (red), Recruit (blue), Train (teal), and Reward (yellow). The slide includes 'UNCLASSIFIED' text at the top and bottom center, and a small '23' in the bottom right corner.

Slide 24

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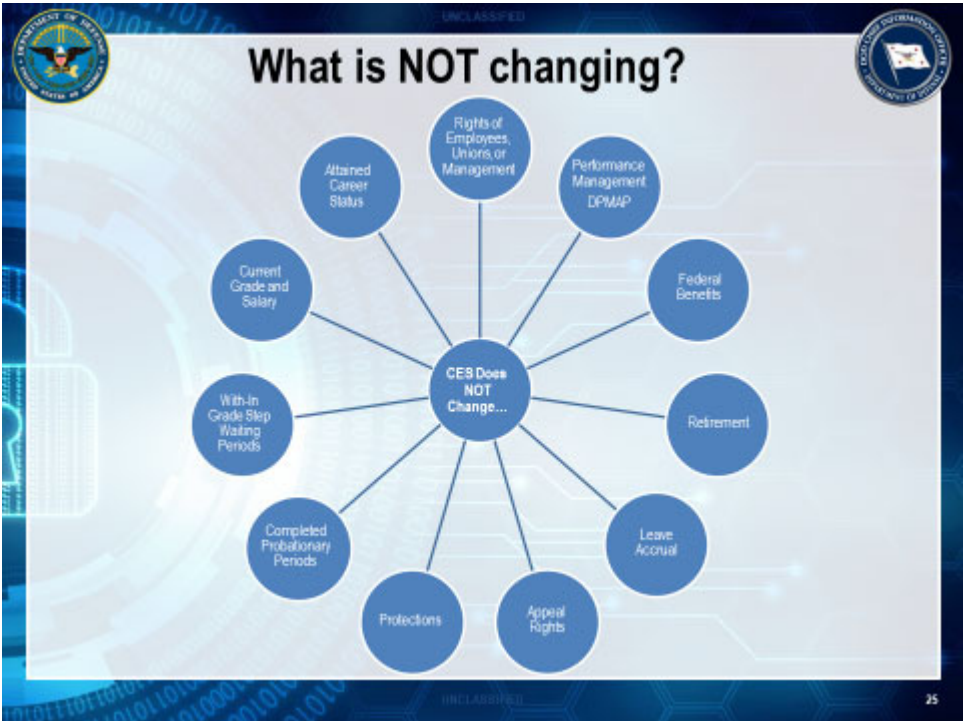
Supervisor/Manager

- Streamlines Hiring Procedures to Quickly Acquire Talent
 - Greater Options for Sourcing Candidates (USA Jobs is not required)
- Mission-Focused Position Classification
- Enhanced Pay-Setting Flexibilities
- Qualification-Based Employee Professional Development and Advancement Opportunities
 - No Time-In-Grade; No Automatic Salary Increases
- Maintains Protections, Appeal Rights, and Collective Bargaining
- One Performance Management Program - DPMAP

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Slide 25



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DoD Performance Management and Appraisal Program (DPMAP)

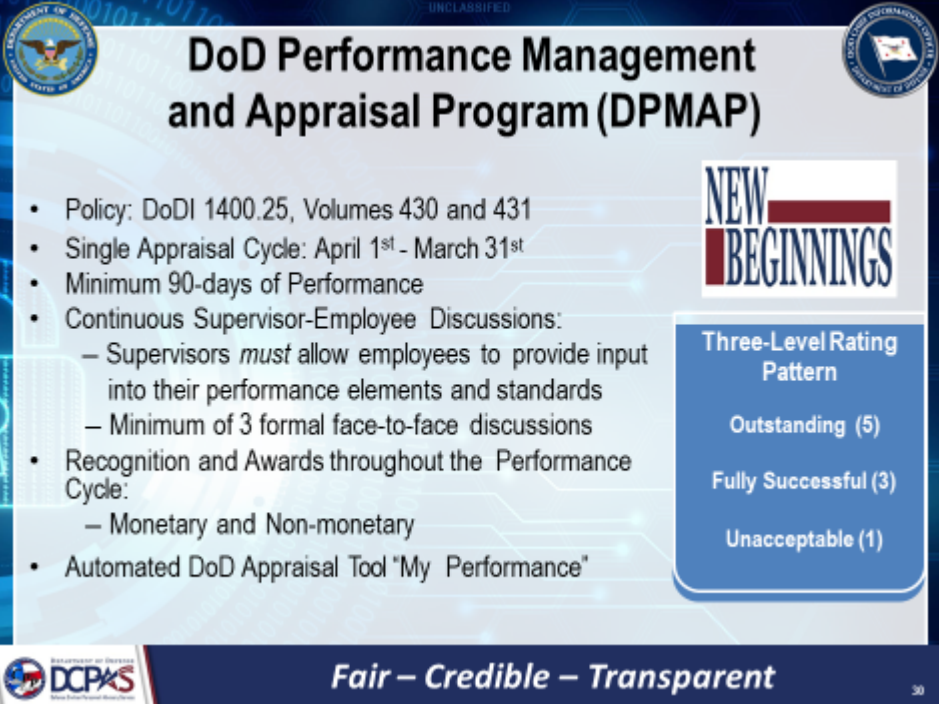
- Policy: DoDI 1400.25, Volumes 430 and 431
- Single Appraisal Cycle: April 1st - March 31st
- Minimum 90-days of Performance
- Continuous Supervisor-Employee Discussions:
 - Supervisors *must* allow employees to provide input into their performance elements and standards
 - Minimum of 3 formal face-to-face discussions
- Recognition and Awards throughout the Performance Cycle:
 - Monetary and Non-monetary
- Automated DoD Appraisal Tool "My Performance"

NEW BEGINNINGS

Three-Level Rating Pattern

- Outstanding (5)
- Fully Successful (3)
- Unacceptable (1)

Fair – Credible – Transparent



Slide 30



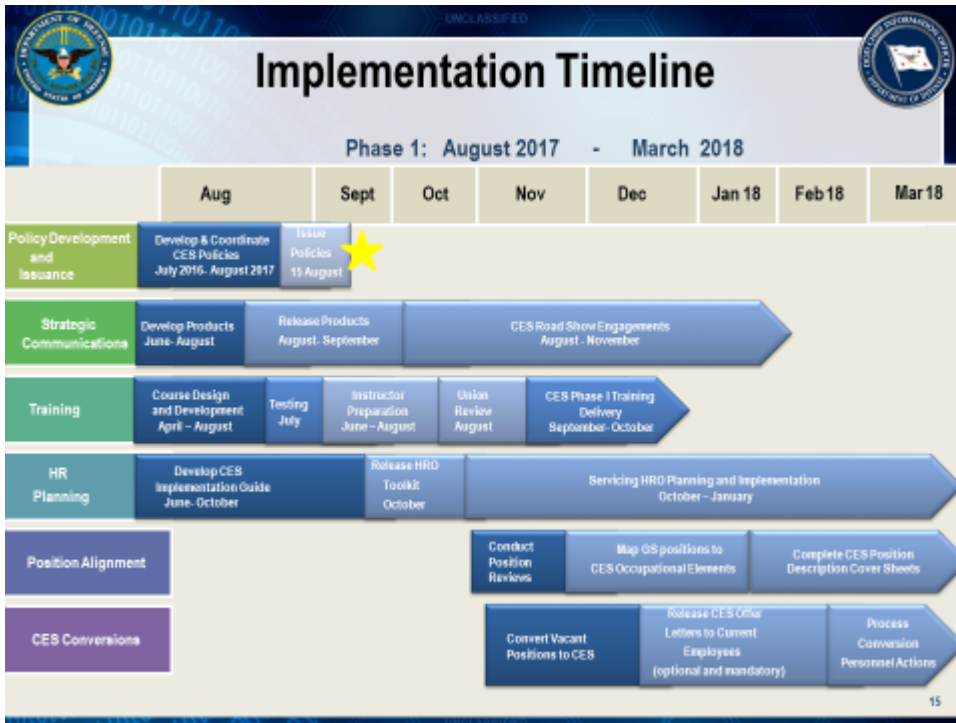
Slide 31

The slide features the Department of Defense seal on the top left and the Department of Defense Office of Cyber Security seal on the top right. The background is a blue digital theme with binary code and circuit patterns. The word 'UNCLASSIFIED' is visible at the top and bottom center of the slide.

ORGANIZATIONS	PROJECTED TIMELINE
<p>Phase 1:</p> <ul style="list-style-type: none">-U.S. Cyber Command-Joint Force HQ DoD Information Networks-DCIO Cybersecurity	COMPLETED
<p>Phase 2:</p> <ul style="list-style-type: none">-Defense Information Systems Agency-Service Cyber Components	Sept 2018 - 2024

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Implementation Support

- DoD CIO Human Resource (HR) Team Advisement
- Component CES Implementation Lead
- CES Policies
- DoD Component HR Implementing Guidance
- DCPAS Cyber One Stop Website
- CES Training Courses
- CES Engagements
 - DoD Component Leadership Briefs
 - HR Governance Community
 - CIO Governance Community





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Training Courses

AUDIENCE	COURSE	OBJECTIVES
General Workforce	CES Leaders Orientation: Presentation Power Point Brief and Q&A (~3.00hrs)	<ul style="list-style-type: none"> Familiarize employees with the core tenets of CES CES conversion opportunities Explain the CES organizational and workforce implications
DoD Leaders	CES Leaders Orientation: Delivery Executive Power Point Brief and Q&A (~2.00hrs)	<ul style="list-style-type: none"> Familiarize leaders with the core tenets of CES Labor obligations responsibilities Equip leaders with the requisite knowledge for CES implementation in their organizations
HR Practitioners	CES HR Elements: Delivery: Interactive Module-Based Course (~12.00hrs)	<ul style="list-style-type: none"> Provide HR professionals with the knowledge and tools to operationalize CES policies and procedures Notification process and conversion actions Equip HR professionals with the requisite knowledge to serve as a CES advisor for leaders, managers/supervisors, and employees in their organizations
Component Trainers & HR Practitioners	Train the Trainers: Delivery: Power Point and Interactive Modules Course (~16.00hrs)	<ul style="list-style-type: none"> Provide Component Trainers and HR Professionals with the knowledge and tools to deliver the CES Courses at their organizations: CES HR Elements, CES Leaders Orientation, and CES Workforce Orientation

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Slide 37



The slide features a blue background with a circuit-like pattern and binary code. At the top center, the word "UNCLASSIFIED" is written. On the left and right sides, there are circular logos for the Department of Defense and the Department of Defense Office of Information Management. The main title "Implementation Support" is centered at the top. Below the title is a bulleted list of support resources. To the right of the list is a word cloud titled "Implementation" and "Support" at the bottom. The word cloud contains various terms related to human resources and organizational management.

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Implementation Support

- DoD CIO Human Resource (HR) Team Advisement
- Component CES Implementation Lead
- CES Policies
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Implementation

Human Resources

Support

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AUDIENCE	COURSE	OBJECTIVES
All	CES Orientation: On Cyber Exchange (~0.5hr)	<ul style="list-style-type: none">Familiarize employees with the core tenets and benefits of CESProvide employees the tools to make an informed decision on which service is right for them.
Workforce	CES 102 Workforce Orientation: On JKO (~1.00hr)	<ul style="list-style-type: none">Familiarize employees with the core tenets of CESCES conversion opportunitiesExplain the CES organizational and workforce implications
Leaders/ Supervisors	CES 102 Leaders Orientation: On JKO (~1.00hr)	<ul style="list-style-type: none">Familiarize leaders with the core tenets of CESLabor obligations responsibilitiesEquip leaders with the requisite knowledge for CES implementation in their organizations
HR Professionals	CES 103 HR Elements: On JKO (~2.00hrs)	<ul style="list-style-type: none">Provide HR professionals with the knowledge and tools to operationalize CES policies and proceduresNotification process and conversion actionsEquip HR professionals with the requisite knowledge to serve as a CES advisor for leaders, managers/supervisors, and employees in their organizations

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Slide 39

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CES Recruitment and Staffing



- **Appointments:**
 - Permanent, Indefinite, Temporary, Term, Direct Hire, "On the Spot" Appointments
- **Flexible Recruitment Sourcing:**
 - Source candidates by any legal merit-based means
 - USA Jobs is not required, but remains an option
- **Veterans Preference:**
 - CES does not apply 5 or 10 point veterans' preference during the rating and ranking period
 - Preference-eligible with a military service connected disability of 30% percent or more must be specifically identified.
- **Qualifications:**
 - No time-in-grade or equivalency requirements
 - Quality of specialized experience and/or competencies is assessed
- **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
- **Movements:**
 - Facilitates non-competitive & competitive lateral movements (qualifying equivalent work levels work categories, grades) across the DoD Cyber Community

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Leaders Orientation Review

- CES - Overview
- CES - Position Management
- CES - Leaders
- CES - Implementation
- Closing Remarks



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