

# Cyber Excepted Service (CES) Personnel System: Targeted Local Market Supplement (TLMS)

February 2023

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*This document is for DoD Leadership, CES Program Managers, and HR Managers for use as a reference for frequently asked questions & answers regarding the CES TLMS.*

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## A. Frequently Asked Questions and Answers

[Click Here - For Instructions on Programming the TLMS Codes in DCPDS](#)

### I. What is the CES TLMS?

The CES TLMS is a monetary incentive implemented with the goal of improving the recruiting and retention of personnel in **nine** critical DoD Cyber Workforce Framework (DCWF) work roles (<https://public.cyber.mil/cw/dcwf/>). The TLMS reduces the pay gap and makes DoD CES salaries more competitive against salaries offered by federal and private sector competitors.

### II. What authority is the CES TLMS derived from?

- The TLMS incentive was established under the authorities granted in DoDI 1400.25 Vol. 3006: DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration.
- USD (P&R) formally approved the incentive 5 January 2021. See DoD Cyber Exchange (<https://public.cyber.mil/cw/dod-cyber-excepted-service-ces/>) to reference the DoDI and USD (P&R) CES TLMS Approval Memo.

### III. Who is eligible to receive the TLMS?

- To receive the TLMS, personnel must have converted to CES and encumber a position that has one of the following DCWF work role codes assigned as their **Primary** work role code to receive the incentive:
  - o 3 Work Role Group
    - 121 – Exploitation Analyst
    - 321 – Network Operator
    - 322 – Interactive Operator
  - o 6 Work Role Group
    - 461 - System Security Analyst
    - 511 – Cyber Defense Analyst
    - 531 – Cyber Defense Incident Responder
    - 611 – Authorizing Official/Designating Representative
    - 612 – Security Control Assessor
    - 621 – Software Developer
- **Note:** Positions with non-primary work roles (Additional 1 or Additional 2) aligned to any of the work role codes listed above are **NOT** eligible to receive the TLMS. The position description also **must** accurately reflect the Primary DCWF Work Role Code assigned to a position.

**CLEARED**  
**For Open Publication**  
**Mar 15, 2023**  
Department of Defense  
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

**IV. Are OCONUS CES positions eligible for the TLMS?**

- Yes, on 13 January, 2023 the Cyber Workforce Management Board (CWMB) approved the expansion of the TLMS to cover CES TLMS eligible positions in foreign areas. This change is effective as of 1 January, 2023. CES positions in foreign areas who are receiving the TLMS should utilize the A1 or A4 pay table depending upon the position's primary work role code.
- CES positions in foreign areas that are not TLMS eligible are covered per DoDI 1400.25 Vol. 3006, which states that "DoD Components with CES positions assigned to foreign locations are authorized to pay a common TLMS tied to the Washington-Baltimore-Northern Virginia, DC-MD-PA-VA-WV locality rate (LMS), or another established DoD or Component-specific TLMS that has been approved by DoD CIO and USD(P&R)." OCONUS CES personnel who are receiving the Washington DC LMS rate should be paid using the "CES001" code in the LMS Indicator Field within DCPDS.

**V. Why were these work roles selected and not others?**

- DoD CIO Cyber Workforce Division conducted extensive outreach with Service Cyber Components to collect vacancy and attrition rates for DCWF work roles deemed critical. Those work roles that met the threshold criteria for inclusion and had common recruiting and retention challenges shared across multiple Services (considered Enterprise Relevance) were included in the scope of the TLMS. Service representatives approved the TLMS scope on 22 May 2020 during a meeting of the Cyber Workforce Management Board (CWMB).
- As of 31 July, 2022, the 121 and 322 work roles were added to ensure compensation equity between CES and the Defense Civilian Intelligence Personnel System (DCIPS).

**VI. How were the TLMS rates determined?**

- TLMS rates were developed via an extensive private sector labor market analysis (benchmarking) that provided the salaries, compensation characteristics and other employment data for private sector employees with comparable duties and requirements. This information led to the development of the CES TLMS Business Case that documented the quantitative need for the TLMS and outlined the methodology that was utilized to determine the TLMS scope and rates. Standards and methods employed by Office of Personnel Management (OPM) were utilized to develop the TLMS pay tables. All TLMS rates are set to provide a net salary increase above appropriate Locality Pay Rates and applicable Special Salary Rates as well as to ensure equity with other federal excepted service personnel system pay tables.

**VII. Does DoD CIO plan to reassess TLMS eligible work roles in the future?**

- Yes, DoD CIO Workforce Innovation Directorate will gather input from each Service Cyber Component on a quarterly basis to measure the incentive's impact on vacancy and attrition rates. This information will determine the effectiveness of the incentive and continued inclusion of selected work roles in the TLMS.
- Service Cyber Components are required to provide data on a quarterly basis to assist in identifying additional DCWF work roles for potential inclusion in future TLMS scope. The quarterly TLMS Incentive Tracker provides Services and Components with the opportunity to systematically document work roles for consideration in future TLMS scope development.

DoD CIO will not accommodate individual requests for work roles to be included in the scope of the TLMS. The TLMS Incentive Tracker will enable DoD CIO to gather sufficient Component data, conduct a second labor market analysis and develop an additional Business Case to support changes to the TLMS scope and rates. The analytic effort and coordination required to alter the scope of the TLMS precludes any additional work roles from being immediately included in the scope at this time. No changes to the TLMS scope are anticipated to occur until FY23.

- DoD CIO will update and adjust those DCWF work role codes that are covered by the TLMS to ensure compensation equity between CES and other excepted service personnel systems as needed.

**VIII. How does the TLMS function?**

- Similar to the Locality Pay rates (LMS) and Special Salary Rates (SSRs) maintained by OPM, the TLMS is paid as an addition to base pay and is included when calculating basic pay. TLMS eligible personnel will have their traditional LMS and SSR replaced by TLMS.

**IX. Is the TLMS optional to pay?**

- No, the TLMS is **NOT** an optional incentive and **must** be provided to all eligible personnel

**X. How do I determine the correct TLMS pay table for an eligible employee?**

- To determine the correct TLMS pay table for an eligible employee, complete the following:
  - o Visit the DoD Cyber Exchange, Cyber Excepted Service page and reference the “2023 CES Pay Rates Approval Memo” document. This file can be found at the following URL: <https://public.cyber.mil/cw/dod-cyber-excepted-service-ces/>
  - o If a position has a Primary DCWF Work Role Code that is included in the scope of the TLMS, reference the TLMS Locality Table on page 9 of the document and find the OPM defined Locality Area of the eligible position.
  - o Each Locality Area has a corresponding TLMS table number (ranging from A1-A9) for both of the respective work role groups (either the 3 work role group or the 6 work role group). The table numbers are identified in the top left corner of each of the TLMS pay tables found in the document.
  - o Once you have found the appropriate table, be sure to verify the DCWF work role codes are impacted by that table. Once this is completed, reference the cell containing the appropriate grade and step of the employee in question, the salary listed will be the basic pay for the employee.

**XI. When will the TLMS Codes be available in DCPDS?**

- The TLMS pay codes (LMS Indicators) are available in DCPDS as of 3 March 2023.

**XII. From what date is TLMS pay retroactive?**

- If a CONUS CES TLMS eligible position has a DCWF work role of 321, 461, 511, 531, 611, 612 or 621 in DCPDS prior to 3 January 2021, the employee is eligible (based on their EoD) for retroactive pay in accordance with the 2021 CES TLMS memo.

- If a CONUS CES TLMS eligible position has a DCWF work role code of 121 or 322 in DCPDS prior to 18 July 2022, the employee is eligible (based on their EoD) for retroactive pay back to 31 July 2022 in accordance with the 2022 CES TLMS Update Memo.
- If an OCONUS CES TLMS eligible position has any of the 9 TLMS covered DCWF work roles in DCPDS prior to 1 January, 2023, the employee is eligible (based upon their EoD) for retroactive pay in accordance with the 2023 CES TLMS memo.

**XIII. Is the TLMS portable?**

- No, the TLMS incentive is not portable. Only personnel who are encumbering CES positions that have a primary work role code covered by the TLMS are eligible to receive the incentive. For an individual who leaves or is reassigned from a CES position covered by the TLMS to a position that is not covered by the TLMS, that individual would no longer be eligible to receive the incentive.

**XIV. Is DoD providing any assistance to cover the cost of the TLMS?**

- Yes, pending the availability of funding, DoD CIO is facilitating the MIPR of CES funds to CES Service Cyber Components to cover the estimated initial cost of the CES TLMS through FY24. Enduring costs associated with the TLMS are the responsibility of individual Services.

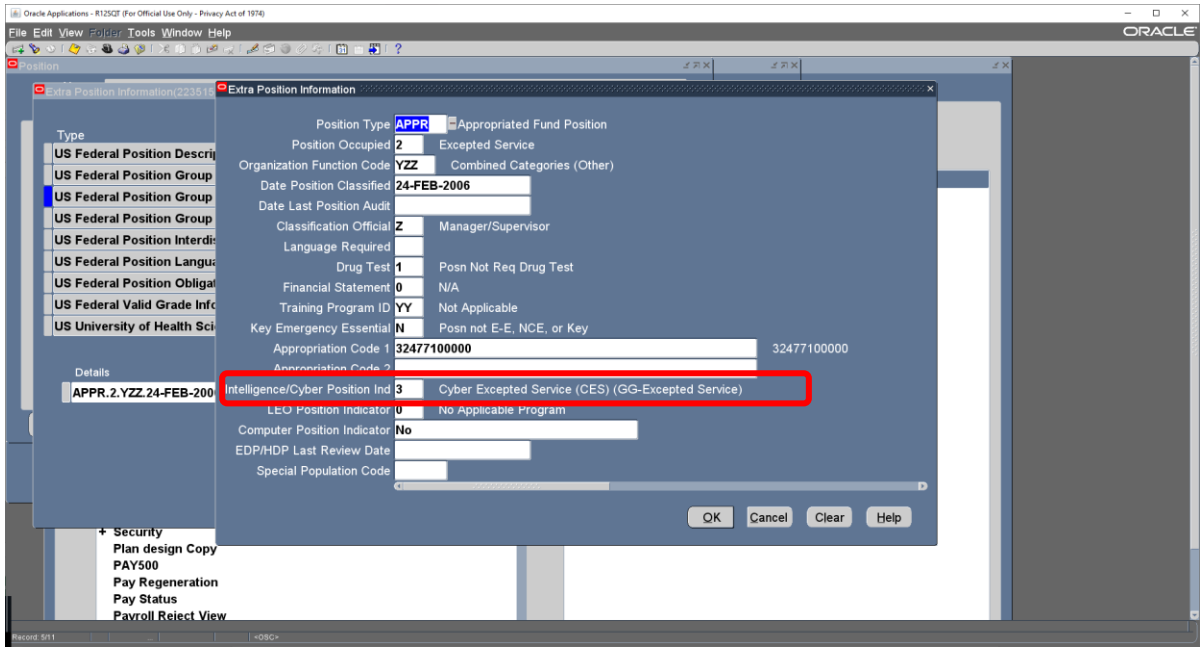
## B. Programming CES TLMS Codes in DCPDS

**Supplemental Guidance** – The instructions below are solely intended to assist with the correct selection of LMS Indicator Codes. The position description must accurately reflect the Primary DCWF Work Role Code.

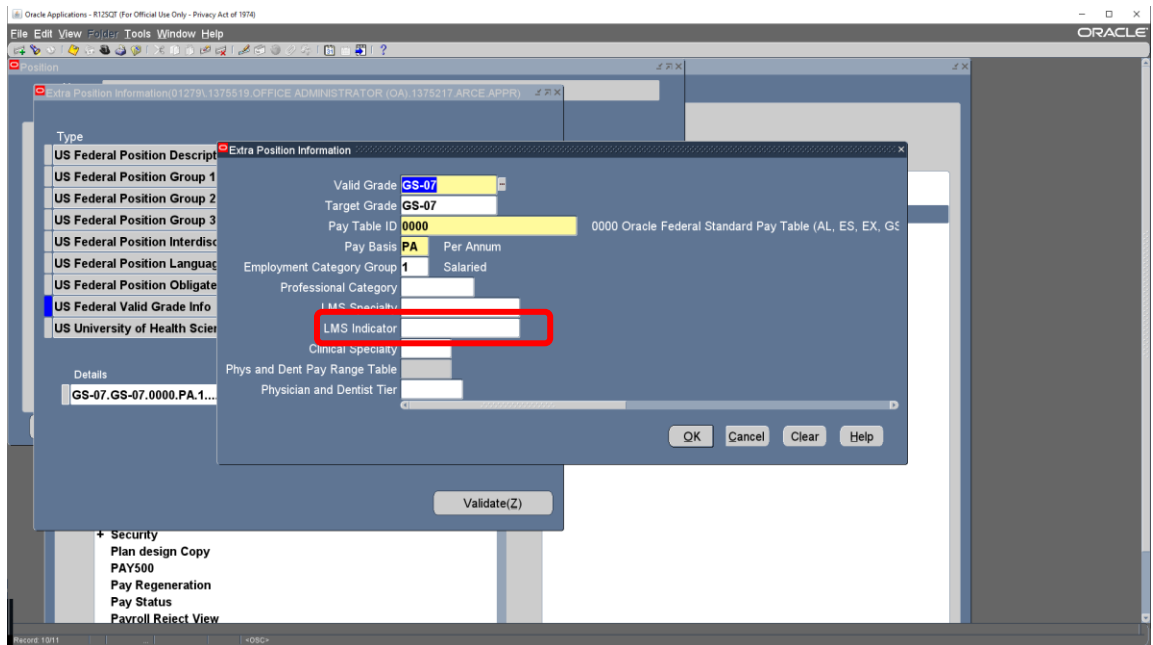
**How are the TLMS pay rates applied in DCPDS?**

The following steps must be completed in DCPDS to ensure personnel filling eligible CES positions receive the TLMS.

- **Step 1** - Within the US Federal Position Group page, select “Extra Position Information”- In the “Intelligence/Cyber Position Ind” field, All CES positions must have a value of “3” ((Cyber Excepted Service (CES) (GG-Excepted Service)) identified, regardless of if they are receiving the TLMS or not.
  - o This field identifies whether a position is part of CES and is critical for TLMS pay rate selection. The example below shows where the “Intelligence/Cyber Position Ind” field appears on the Extra Position Information Page in DCPDS.



- **Step 2** – Identify the correct TLMS table that applies to the CES position being edited. The pay tables are in the 2023 CES Pay Rates Approval Memo posted on the DoD Cyber Exchange : <https://cyber.mil/cw/dod-cyber-excepted-service-ces/>
- **Step 3** – Navigate to the US Federal Valid Grade Info page and select Extra Position Information.
  - o The screenshot from DCPDS below highlights the field to enter LMS Indicator codes.



- Select the correct LMS Indicator Code that applies the TLMS pay rate. The codes in the LMS Indicator field will following this example format:
  - CEA314
    - “CE” – Indicates Cyber Excepted Service
    - “A3” – Indicates the TLMS pay table number – in this case Table A3
    - “14” – Indicates the grade of the position – in this case GG 14
- **The following A1-A9 tables as well as the locality table will assist with the correct selection and verification of LMS Indicator codes to be entered into DCPDS.**

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
3 Work Role Group - 121, 321, 322	Global	A1	7	CEA107	CEA107 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG07	1-Jan-23		97%
		A1	8	CEA108	CEA108 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG08	1-Jan-23		91%
		A1	9	CEA109	CEA109 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG09	1-Jan-23		87%
		A1	10	CEA110	CEA110 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG10	1-Jan-23		78%
		A1	11	CEA111	CEA111 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG11	1-Jan-23		71%
		A1	12	CEA112	CEA112 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG12	1-Jan-23		61%
		A1	13	CEA113	CEA113 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG13	1-Jan-23		61%
		A1	14	CEA114	CEA114 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG14	1-Jan-23		57%
		A1	15	CEA115	CEA114 CYBER EXCEPTED SERVICE-WRA1-WORK ROLE 321-GG15	1-Jan-23		57%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	San Jose	A2	7	CEA207	CEA207 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		55%
		A2	8	CEA208	CEA208 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		55%
		A2	9	CEA209	CEA209 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		55%
		A2	10	CEA210	CEA210 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		55%
		A2	11	CEA211	CEA211 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		60%
		A2	12	CEA212	CEA212 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		60%
		A2	13	CEA213	CEA213 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		58%
		A2	14	CEA214	CEA214 CYBER EXCEPTED SERVICE-WRA2-WORK ROLE-461_511_531_611_612_621-GG14	1-Jan-23		50%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Alaska, Seattle	A3	7	CEA307	CEA307 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		68%
		A3	8	CEA308	CEA308 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		71%
		A3	9	CEA309	CEA309 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		73%
		A3	10	CEA310	CEA310 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		73%
		A3	11	CEA311	CEA311 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		71%
		A3	12	CEA312	CEA312 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		55%
		A3	13	CEA313	CEA313 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		45%
		A3	14	CEA314	CEA314 CYBER EXCEPTED SERVICE-WRA3-WORK ROLE-461_511_531_611_612_621-GG14	1-Jan-23		40%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Houston, New York, Washington DC, OCONUS	A4	7	CEA407	CEA407 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		55%
		A4	8	CEA408	CEA408 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		55%
		A4	9	CEA409	CEA409 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		67%
		A4	10	CEA410	CEA410 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		65%
		A4	11	CEA411	CEA411 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		60%
		A4	12	CEA412	CEA412 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		50%
		A4	13	CEA413	CEA413 CYBER EXCEPTED SERVICE-WRA4-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		45%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Chicago, Los Angeles, San Diego	A5	7	CEA507	CEA507 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		57%
		A5	8	CEA508	CEA508 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		64%
		A5	9	CEA509	CEA509 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		67%
		A5	10	CEA510	CEA510 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		60%
		A5	11	CEA511	CEA511 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		74%
		A5	12	CEA512	CEA512 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		56%
		A5	13	CEA513	CEA513 CYBER EXCEPTED SERVICE-WRA5-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		41%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Atlanta, Boston, Dallas, Denver, Detroit, Hartford, Miami, Minneapolis, Philadelphia, Portland, Sacramento	A6	7	CEA607	CEA607 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		50%
		A6	8	CEA608	CEA608 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		52%
		A6	9	CEA609	CEA609 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		58%
		A6	10	CEA610	CEA610 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		54%
		A6	11	CEA611	CEA611 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		56%
		A6	12	CEA612	CEA612 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		42%
		A6	13	CEA613	CEA613 CYBER EXCEPTED SERVICE-WRA6-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		40%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Buffalo, Cincinnati, Cleveland, Columbus, Dayton, Huntsville, Laredo, Milwaukee, Phoenix, Pittsburgh, Raleigh, Richmond	A7	7	CEA707	CEA707 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		36%
		A7	8	CEA708	CEA708 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		27%
		A7	9	CEA709	CEA709 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		32%
		A7	10	CEA710	CEA710 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		30%
		A7	11	CEA711	CEA711 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		32%
		A7	12	CEA712	CEA712 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		32%
		A7	13	CEA713	CEA713 CYBER EXCEPTED SERVICE-WRA7-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		26%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Albany, Albuquerque, Austin, Birmingham, Burlington, Charlotte, Colorado Springs, Corpus Christi, Davenport, Des Moines, Harrisburg, Indianapolis, Kansas City, Las Vegas, Omaha, Palm Bay, Rest of U.S., San Antonio, St. Louis, Tucson, Virginia Beach	A8	7	CEA807	CEA807 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		38%
		A8	8	CEA808	CEA808 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		40%
		A8	9	CEA809	CEA810 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		40%
		A8	10	CEA810	CEA811 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		38%
		A8	11	CEA811	CEA812 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		38%
		A8	12	CEA812	CEA813 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		35%
		A8	13	CEA813	CEA807 CYBER EXCEPTED SERVICE-WRA8-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		27%

Work Roles Covered	Localities	TLMS Table	Grade	LMS Indicator	LMS Indicator Description	Effective Date: From	Effective Date: To	TLMS PERCENTAGE
6 Work Role Group 461, 511, 531, 611, 612, 621	Hawaii	A9	7	CEA907	CEA907 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG07	1-Jan-23		51%
		A9	8	CEA908	CEA908 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG08	1-Jan-23		52%
		A9	9	CEA909	CEA909 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG09	1-Jan-23		51%
		A9	10	CEA910	CEA910 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG10	1-Jan-23		45%
		A9	11	CEA911	CEA911 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG11	1-Jan-23		38%
		A9	12	CEA912	CEA912 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG12	1-Jan-23		31%
		A9	13	CEA913	CEA913 CYBER EXCEPTED SERVICE-WRA9-WORK ROLE-461_511_531_611_612_621-GG13	1-Jan-23		23%

OPM Locality	6 Work Role Group	3 Work Role Group
Alaska	A3	A1
Albany-Schenectady, NY-MA	A8	A1
Albuquerque-Santa Fe-Las Vegas, NM	A8	A1
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	A6	A1
Austin-Round Rock, TX	A8	A1
Birmingham-Hoover-Talladega, AL	A8	A1
Boston-Worcester-Providence, MA-RI-NH-ME	A6	A1
Buffalo-Cheektowaga, NY	A7	A1
Burlington-South Burlington, VT	A8	A1
Charlotte-Concord, NC-SC	A8	A1
Chicago-Naperville, IL-IN-WI	A5	A1
Cincinnati-Wilmington-Maysville, OH-KY-IN	A7	A1
Cleveland-Akron-Canton, OH	A7	A1
Colorado Springs, CO	A8	A1
Columbus-Marion-Zanesville, OH	A7	A1
Corpus Christi-Kingsville-Alice, TX	A8	A1
Dallas-Fort Worth, TX-OK	A6	A1
Davenport-Moline, IA-IL	A8	A1
Dayton-Springfield-Sidney, OH	A7	A1
Denver-Aurora, CO	A6	A1
Des Moines - Ames - West Des Moines, IA	A8	A1
Detroit-Warren-Ann Arbor, MI	A6	A1
Foreign Locations	A4	A1
Harrisburg-Lebanon, PA	A8	A1
Hartford-West Hartford, CT-MA	A6	A1
Hawaii	A9	A1
Houston-The Woodlands, TX	A4	A1
Huntsville-Decatur-Albertville, AL	A7	A1
Indianapolis-Carmel-Muncie, IN	A8	A1
Kansas City-Overland Park-Kansas City, MO-KS	A8	A1
Laredo, TX	A7	A1
Las Vegas-Henderson, NV-AZ	A8	A1
Los Angeles-Long Beach, CA	A5	A1
Miami-Fort Lauderdale-Port St. Lucie, FL	A6	A1
Milwaukee-Racine-Waukesha, WI	A7	A1
Minneapolis-St. Paul, MN-WI	A6	A1
New York-Newark, NY-NJ-CT-PA	A4	A1
Omaha-Council Bluffs-Fremont, NE-IA	A8	A1
Palm Bay-Melbourne-Titusville, FL	A8	A1
Philadelphia-Reading-Camden, PA-NJ-DE-MD	A6	A1
Phoenix-Mesa-Scottsdale, AZ	A7	A1
Pittsburgh-New Castle-Weirton, PA-OH-WV	A7	A1
Portland-Vancouver-Salem, OR-WA	A6	A1
Raleigh-Durham-Chapel Hill, NC	A7	A1
Rest of US	A8	A1
Richmond, VA	A7	A1
Sacramento-Roseville, CA-NV	A6	A1
San Antonio-New Braunfels-Pearsall, TX	A8	A1
San Diego-Carlsbad, CA	A5	A1
San Jose-San Francisco-Oakland, CA	A2	A1
Seattle-Tacoma, WA	A3	A1
St. Louis-St. Charles-Farmington, MO-IL	A8	A1
Tucson-Nogales, AZ	A8	A1
Virginia Beach-Norfolk, VA-NC	A8	A1
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	A4	A1



**Step 4** – Once the appropriate LMS Indicator code is selected, press OK, then click OK again when prompted with the warning stating the change in LMS Indicator may result in a change in the LMS Percentage. The changes in the LMS Indicator field will also have to be validated under the Position Details page to ensure the TLMS is correctly applied.

**Where can I find additional guidance on the CES TLMS?**

- For further questions on the CES TLMS or this guidance, please visit the DoD Cyber Exchange, reach out to your Component’s CES Program Manager or email the DoD CIO Cyber Excepted Service Mailbox ([osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil](mailto:osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil)).

**DoDI 1400.25 Vol. 3006: DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration:**

[http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/140025v3006\\_dodi\\_2017.pdf?ver=2017-08-15-150839-237](http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/140025v3006_dodi_2017.pdf?ver=2017-08-15-150839-237)

**2023 CES Pay Rates and TLMS Memos:** <https://public.cyber.mil/cw/dod-cyber-excepted-service-ces/>