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

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