



PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

CLEARED  
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OFFICE OF PREPUBLICATION AND SECURITY REVIEW  
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DEC - 9 2024

MEMORANDUM FOR CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF  
DEFENSE

SUBJECT: Approval of Revised Cyber Excepted Service Targeted Local Market Supplements

I approve the revised Cyber Excepted Service (CES) Targeted Local Market Supplement (TLMS) pay tables A2 through A9 for the following work roles: (332) Cyber Operations Planner, (422) Data Analyst, (652) Security Architect, and (722) Information Systems Security Manager. The addition of these work roles will reduce pay disparities between the CES and the private sector, as well as improve the Department's overall recruiting and retention for these positions.

The attached TLMS tables are approved and will be effective the first day of the first pay period beginning on or after the date of this memorandum, or the first pay period beginning on or after the date an incumbent's primary work role is coded as a covered role, whichever is later. The CES TLMS pay will be reviewed annually by the DoD Workforce Innovation Directorate within the Office of the DoD Chief Information Officer to ensure the rates are still necessary to meet mission requirements. Eligibility is determined by the incumbent's current status within CES and the primary work role having been coded as one that is covered and in an applicable locality. Adjustments to CES TLMS rates are made in accordance with DoD Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service Compensation Administration."

My point of contact is Mr. Gary Kistner at [gary.w.kistner.civ@mail.mil](mailto:gary.w.kistner.civ@mail.mil), and please include [osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil](mailto:osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil).

Ashish S. Vazirani

Performing the Duties of the Under Secretary of  
Defense for Personnel and Readiness

Attachment:  
As stated

Cyber WRA1  
Global

**Cyber Excepted Service  
Targeted Local Market Supplement**  
Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(121)** Exploitation Analyst, **(321)** Network Operator, **(322)** Cyberspace Operator

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 82,673	\$ 85,429	\$ 88,185	\$ 90,941	\$ 93,697	\$ 96,453	\$ 99,209	\$ 101,965	\$ 104,721	\$ 107,477	\$ 110,233	\$ 112,989	97%
GG - 08	\$ 88,767	\$ 91,726	\$ 94,684	\$ 97,643	\$ 100,602	\$ 103,560	\$ 106,519	\$ 109,477	\$ 112,436	\$ 115,395	\$ 118,353	\$ 121,312	91%
GG - 09	\$ 95,991	\$ 99,190	\$ 102,390	\$ 105,590	\$ 108,789	\$ 111,989	\$ 115,188	\$ 118,388	\$ 121,587	\$ 124,787	\$ 127,987	\$ 131,186	87%
GG - 10	\$ 100,620	\$ 103,973	\$ 107,327	\$ 110,680	\$ 114,034	\$ 117,387	\$ 120,741	\$ 124,094	\$ 127,448	\$ 130,802	\$ 134,155	\$ 137,509	78%
GG - 11	\$ 106,203	\$ 109,743	\$ 113,282	\$ 116,822	\$ 120,362	\$ 123,901	\$ 127,441	\$ 130,981	\$ 134,521	\$ 138,060	\$ 141,600	\$ 145,140	71%
GG - 12	\$ 119,850	\$ 123,844	\$ 127,839	\$ 131,833	\$ 135,828	\$ 139,823	\$ 143,816	\$ 147,811	\$ 151,805	\$ 155,800	\$ 159,794	\$ 163,789	61%
GG - 13	\$ 142,517	\$ 147,268	\$ 152,019	\$ 156,771	\$ 161,522	\$ 166,273	\$ 171,024	\$ 175,775	\$ 180,526	\$ 185,277	\$ 190,028	\$ 191,900	61%
GG - 14	\$ 164,228	\$ 169,703	\$ 175,177	\$ 180,652	\$ 186,127	\$ 191,601	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	57%
GG - 15	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	57%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WRA2  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**  
Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 65,047	\$ 67,216	\$ 69,384	\$ 71,553	\$ 73,721	\$ 75,890	\$ 78,058	\$ 80,226	\$ 82,395	\$ 84,563	\$ 86,732	\$ 88,900	55%
GG - 08	\$ 72,036	\$ 74,437	\$ 76,838	\$ 79,239	\$ 81,640	\$ 84,041	\$ 86,442	\$ 88,843	\$ 91,244	\$ 93,645	\$ 96,046	\$ 98,447	55%
GG - 09	\$ 79,565	\$ 82,217	\$ 84,869	\$ 87,521	\$ 90,173	\$ 92,825	\$ 95,477	\$ 98,129	\$ 100,781	\$ 103,433	\$ 106,085	\$ 108,737	55%
GG - 10	\$ 87,618	\$ 90,539	\$ 93,459	\$ 96,379	\$ 99,299	\$ 102,219	\$ 105,140	\$ 108,060	\$ 110,980	\$ 113,900	\$ 116,820	\$ 119,741	55%
GG - 11	\$ 99,371	\$ 102,683	\$ 105,995	\$ 109,307	\$ 112,619	\$ 115,931	\$ 119,243	\$ 122,555	\$ 125,867	\$ 129,179	\$ 132,491	\$ 135,803	60%
GG - 12	\$ 119,106	\$ 123,075	\$ 127,045	\$ 131,014	\$ 134,984	\$ 138,954	\$ 142,923	\$ 146,893	\$ 150,862	\$ 154,832	\$ 158,802	\$ 162,771	60%
GG - 13	\$ 139,862	\$ 144,524	\$ 149,187	\$ 153,849	\$ 158,512	\$ 163,175	\$ 167,837	\$ 172,500	\$ 177,162	\$ 181,825	\$ 186,487	\$ 191,150	58%
GG - 14	\$ 156,906	\$ 162,137	\$ 167,367	\$ 172,598	\$ 177,828	\$ 183,059	\$ 188,289	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	50%
GG - 15	\$ 182,101	\$ 188,170	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	48%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A3  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 70,503	\$ 72,853	\$ 75,204	\$ 77,554	\$ 79,904	\$ 82,254	\$ 84,605	\$ 86,955	\$ 89,305	\$ 91,656	\$ 94,006	\$ 96,356	68%
GG - 08	\$ 79,472	\$ 82,121	\$ 84,770	\$ 87,419	\$ 90,067	\$ 92,716	\$ 95,365	\$ 98,014	\$ 100,663	\$ 103,311	\$ 105,960	\$ 108,609	71%
GG - 09	\$ 88,804	\$ 91,764	\$ 94,724	\$ 97,684	\$ 100,644	\$ 103,605	\$ 106,565	\$ 109,525	\$ 112,485	\$ 115,445	\$ 118,405	\$ 121,365	73%
GG - 10	\$ 97,793	\$ 101,053	\$ 104,312	\$ 107,571	\$ 110,831	\$ 114,090	\$ 117,349	\$ 120,609	\$ 123,868	\$ 127,127	\$ 130,387	\$ 133,646	73%
GG - 11	\$ 106,203	\$ 109,743	\$ 113,282	\$ 116,822	\$ 120,362	\$ 123,901	\$ 127,441	\$ 130,981	\$ 134,521	\$ 138,060	\$ 141,600	\$ 145,140	71%
GG - 12	\$ 115,384	\$ 119,229	\$ 123,075	\$ 126,920	\$ 130,766	\$ 134,611	\$ 138,457	\$ 142,302	\$ 146,148	\$ 149,994	\$ 153,839	\$ 157,685	55%
GG - 13	\$ 128,354	\$ 132,633	\$ 136,912	\$ 141,191	\$ 145,470	\$ 149,749	\$ 154,028	\$ 158,307	\$ 162,586	\$ 166,865	\$ 171,144	\$ 175,422	45%
GG - 14	\$ 146,446	\$ 151,327	\$ 156,209	\$ 161,091	\$ 165,973	\$ 170,855	\$ 175,736	\$ 180,618	\$ 185,500	\$ 190,382	\$ 191,900	\$ 191,900	40%
GG - 15	\$ 167,336	\$ 172,913	\$ 178,490	\$ 184,068	\$ 189,645	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	36%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A4  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 65,047	\$ 67,216	\$ 69,384	\$ 71,553	\$ 73,721	\$ 75,890	\$ 78,058	\$ 80,226	\$ 82,395	\$ 84,563	\$ 86,732	\$ 88,900	55%
GG - 08	\$ 72,036	\$ 74,437	\$ 76,838	\$ 79,239	\$ 81,640	\$ 84,041	\$ 86,442	\$ 88,843	\$ 91,244	\$ 93,645	\$ 96,046	\$ 98,447	55%
GG - 09	\$ 85,724	\$ 88,582	\$ 91,439	\$ 94,297	\$ 97,154	\$ 100,011	\$ 102,869	\$ 105,726	\$ 108,583	\$ 111,441	\$ 114,298	\$ 117,156	67%
GG - 10	\$ 93,271	\$ 96,380	\$ 99,488	\$ 102,597	\$ 105,706	\$ 108,814	\$ 111,923	\$ 115,031	\$ 118,140	\$ 121,249	\$ 124,357	\$ 127,466	65%
GG - 11	\$ 99,371	\$ 102,683	\$ 105,995	\$ 109,307	\$ 112,619	\$ 115,931	\$ 119,243	\$ 122,555	\$ 125,867	\$ 129,179	\$ 132,491	\$ 135,803	60%
GG - 12	\$ 111,662	\$ 115,383	\$ 119,105	\$ 122,826	\$ 126,548	\$ 130,269	\$ 133,991	\$ 137,712	\$ 141,434	\$ 145,155	\$ 148,877	\$ 152,598	50%
GG - 13	\$ 128,354	\$ 132,633	\$ 136,912	\$ 141,191	\$ 145,470	\$ 149,749	\$ 154,028	\$ 158,307	\$ 162,586	\$ 166,865	\$ 171,144	\$ 175,422	45%
GG - 14	\$ 146,446	\$ 151,327	\$ 156,209	\$ 161,091	\$ 165,973	\$ 170,855	\$ 175,736	\$ 180,618	\$ 185,500	\$ 190,382	\$ 191,900	\$ 191,900	40%
GG - 15	\$ 172,257	\$ 177,999	\$ 183,740	\$ 189,482	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	40%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A5  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 65,887	\$ 68,083	\$ 70,279	\$ 72,476	\$ 74,672	\$ 76,869	\$ 79,065	\$ 81,262	\$ 83,458	\$ 85,654	\$ 87,851	\$ 90,047	57%
GG - 08	\$ 76,219	\$ 78,759	\$ 81,300	\$ 83,840	\$ 86,380	\$ 88,921	\$ 91,461	\$ 94,002	\$ 96,542	\$ 99,082	\$ 101,623	\$ 104,163	64%
GG - 09	\$ 85,724	\$ 88,582	\$ 91,439	\$ 94,297	\$ 97,154	\$ 100,011	\$ 102,869	\$ 105,726	\$ 108,583	\$ 111,441	\$ 114,298	\$ 117,156	67%
GG - 10	\$ 90,445	\$ 93,459	\$ 96,474	\$ 99,488	\$ 102,502	\$ 105,517	\$ 108,531	\$ 111,546	\$ 114,560	\$ 117,574	\$ 120,589	\$ 123,603	60%
GG - 11	\$ 108,066	\$ 111,668	\$ 115,270	\$ 118,872	\$ 122,473	\$ 126,075	\$ 129,677	\$ 133,279	\$ 136,881	\$ 140,482	\$ 144,084	\$ 147,686	74%
GG - 12	\$ 116,128	\$ 119,998	\$ 123,869	\$ 127,739	\$ 131,609	\$ 135,480	\$ 139,350	\$ 143,220	\$ 147,091	\$ 150,961	\$ 154,832	\$ 158,702	56%
GG - 13	\$ 124,813	\$ 128,974	\$ 133,135	\$ 137,296	\$ 141,457	\$ 145,618	\$ 149,779	\$ 153,940	\$ 158,100	\$ 162,261	\$ 166,422	\$ 170,583	41%
GG - 14	\$ 145,400	\$ 150,246	\$ 155,093	\$ 159,940	\$ 164,787	\$ 169,634	\$ 174,481	\$ 179,328	\$ 184,175	\$ 189,022	\$ 191,900	\$ 191,900	39%
GG - 15	\$ 171,027	\$ 176,727	\$ 182,428	\$ 188,128	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	39%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WR A6  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 62,949	\$ 65,048	\$ 67,146	\$ 69,245	\$ 71,343	\$ 73,442	\$ 75,540	\$ 77,639	\$ 79,737	\$ 81,836	\$ 83,934	\$ 86,033	50%
GG - 08	\$ 70,642	\$ 72,996	\$ 75,351	\$ 77,705	\$ 80,060	\$ 82,414	\$ 84,769	\$ 87,123	\$ 89,478	\$ 91,832	\$ 94,187	\$ 96,541	52%
GG - 09	\$ 81,105	\$ 83,808	\$ 86,511	\$ 89,215	\$ 91,918	\$ 94,621	\$ 97,325	\$ 100,028	\$ 102,732	\$ 105,435	\$ 108,138	\$ 110,842	58%
GG - 10	\$ 87,053	\$ 89,954	\$ 92,856	\$ 95,757	\$ 98,659	\$ 101,560	\$ 104,461	\$ 107,363	\$ 110,264	\$ 113,165	\$ 116,067	\$ 118,968	54%
GG - 11	\$ 96,887	\$ 100,116	\$ 103,345	\$ 106,575	\$ 109,804	\$ 113,033	\$ 116,262	\$ 119,491	\$ 122,721	\$ 125,950	\$ 129,179	\$ 132,408	56%
GG - 12	\$ 105,706	\$ 109,229	\$ 112,752	\$ 116,275	\$ 119,798	\$ 123,321	\$ 126,844	\$ 130,367	\$ 133,890	\$ 137,413	\$ 140,936	\$ 144,459	42%
GG - 13	\$ 123,928	\$ 128,059	\$ 132,191	\$ 136,322	\$ 140,454	\$ 144,585	\$ 148,716	\$ 152,848	\$ 156,979	\$ 161,111	\$ 165,242	\$ 169,373	40%
GG - 14	\$ 142,261	\$ 147,004	\$ 151,746	\$ 156,488	\$ 161,231	\$ 165,973	\$ 170,715	\$ 175,458	\$ 180,200	\$ 184,942	\$ 189,685	\$ 191,900	36%
GG - 15	\$ 167,336	\$ 172,913	\$ 178,490	\$ 184,068	\$ 189,645	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	36%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WRA7  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 57,493	\$ 59,410	\$ 61,327	\$ 63,243	\$ 65,160	\$ 67,077	\$ 68,993	\$ 70,910	\$ 72,826	\$ 74,743	\$ 76,660	\$ 78,576	37%
GG - 08	\$ 59,023	\$ 60,990	\$ 62,958	\$ 64,925	\$ 66,892	\$ 68,859	\$ 70,827	\$ 72,794	\$ 74,761	\$ 76,728	\$ 78,696	\$ 80,663	27%
GG - 09	\$ 67,758	\$ 70,017	\$ 72,275	\$ 74,534	\$ 76,792	\$ 79,051	\$ 81,309	\$ 83,568	\$ 85,826	\$ 88,085	\$ 90,343	\$ 92,602	32%
GG - 10	\$ 73,486	\$ 75,936	\$ 78,385	\$ 80,834	\$ 83,283	\$ 85,732	\$ 88,182	\$ 90,631	\$ 93,080	\$ 95,529	\$ 97,978	\$ 100,428	30%
GG - 11	\$ 81,981	\$ 84,714	\$ 87,446	\$ 90,178	\$ 92,911	\$ 95,643	\$ 98,376	\$ 101,108	\$ 103,840	\$ 106,573	\$ 109,305	\$ 112,038	32%
GG - 12	\$ 98,262	\$ 101,537	\$ 104,812	\$ 108,087	\$ 111,362	\$ 114,637	\$ 117,912	\$ 121,187	\$ 124,461	\$ 127,736	\$ 131,011	\$ 134,286	32%
GG - 13	\$ 111,535	\$ 115,253	\$ 118,972	\$ 122,690	\$ 126,408	\$ 130,127	\$ 133,845	\$ 137,563	\$ 141,281	\$ 145,000	\$ 148,718	\$ 152,436	26%
GG - 14	\$ 131,801	\$ 136,195	\$ 140,588	\$ 144,982	\$ 149,376	\$ 153,769	\$ 158,163	\$ 162,556	\$ 166,950	\$ 171,344	\$ 175,737	\$ 180,131	26%
GG - 15	\$ 155,032	\$ 160,199	\$ 165,366	\$ 170,533	\$ 175,701	\$ 180,868	\$ 186,035	\$ 191,202	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	26%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WRA8  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**

Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 62,110	\$ 64,180	\$ 66,251	\$ 68,321	\$ 70,392	\$ 72,462	\$ 74,533	\$ 76,603	\$ 78,674	\$ 80,744	\$ 82,815	\$ 84,885	48%
GG - 08	\$ 68,783	\$ 71,076	\$ 73,368	\$ 75,661	\$ 77,953	\$ 80,246	\$ 82,538	\$ 84,831	\$ 87,123	\$ 89,416	\$ 91,708	\$ 94,001	48%
GG - 09	\$ 75,971	\$ 78,504	\$ 81,036	\$ 83,568	\$ 86,100	\$ 88,633	\$ 91,165	\$ 93,697	\$ 96,230	\$ 98,762	\$ 101,294	\$ 103,826	48%
GG - 10	\$ 78,009	\$ 80,609	\$ 83,208	\$ 85,808	\$ 88,408	\$ 91,008	\$ 93,608	\$ 96,208	\$ 98,808	\$ 101,408	\$ 104,008	\$ 106,608	38%
GG - 11	\$ 85,708	\$ 88,564	\$ 91,421	\$ 94,277	\$ 97,134	\$ 99,991	\$ 102,847	\$ 105,704	\$ 108,560	\$ 111,417	\$ 114,274	\$ 117,130	38%
GG - 12	\$ 100,495	\$ 103,845	\$ 107,194	\$ 110,543	\$ 113,893	\$ 117,242	\$ 120,591	\$ 123,941	\$ 127,290	\$ 130,640	\$ 133,989	\$ 137,338	35%
GG - 13	\$ 112,420	\$ 116,168	\$ 119,916	\$ 123,664	\$ 127,411	\$ 131,159	\$ 134,907	\$ 138,655	\$ 142,403	\$ 146,150	\$ 149,898	\$ 153,646	27%
GG - 14	\$ 129,709	\$ 134,033	\$ 138,357	\$ 142,681	\$ 147,004	\$ 151,328	\$ 155,652	\$ 159,976	\$ 164,300	\$ 168,624	\$ 172,948	\$ 177,272	24%
GG - 15	\$ 152,571	\$ 157,656	\$ 162,741	\$ 167,827	\$ 172,912	\$ 177,997	\$ 183,082	\$ 188,168	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	24%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a

Cyber WRA9  
Regional

**Cyber Excepted Service  
Targeted Local Market Supplement**  
Effective Date: Upon USD(P&R) Signature

Provides coverage for work role codes **(212)** Cyber Defense Forensics Analyst, **(332)** Cyber Operations Planner, **(422)** Data Analyst, **(461)** System Security Analyst, **(511)** Cyber Defense Analyst, **(521)** Cyber Defense Infrastructure Support Specialist, **(531)** Cyber Defense Incident Responder, **(611)** Authorizing Official/Designating Representative, **(612)** Security Control Assessor, **(621)** Software Developer, **(631)** Information Systems Security Developer, **(652)** Security Architect, and **(722)** Information Systems Security Manager

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 64,208	\$ 66,348	\$ 68,489	\$ 70,629	\$ 72,770	\$ 74,910	\$ 77,051	\$ 79,191	\$ 81,332	\$ 83,472	\$ 85,613	\$ 87,753	53%
GG - 08	\$ 71,107	\$ 73,477	\$ 75,847	\$ 78,217	\$ 80,587	\$ 82,957	\$ 85,327	\$ 87,697	\$ 90,067	\$ 92,436	\$ 94,806	\$ 97,176	53%
GG - 09	\$ 78,538	\$ 81,156	\$ 83,774	\$ 86,391	\$ 89,009	\$ 91,627	\$ 94,245	\$ 96,863	\$ 99,481	\$ 102,098	\$ 104,716	\$ 107,334	53%
GG - 10	\$ 82,531	\$ 85,282	\$ 88,032	\$ 90,783	\$ 93,533	\$ 96,284	\$ 99,035	\$ 101,785	\$ 104,536	\$ 107,287	\$ 110,037	\$ 112,788	46%
GG - 11	\$ 86,950	\$ 89,848	\$ 92,746	\$ 95,644	\$ 98,542	\$ 101,440	\$ 104,338	\$ 107,236	\$ 110,134	\$ 113,032	\$ 115,930	\$ 118,828	40%
GG - 12	\$ 99,007	\$ 102,306	\$ 105,606	\$ 108,906	\$ 112,205	\$ 115,505	\$ 118,805	\$ 122,105	\$ 125,404	\$ 128,704	\$ 132,004	\$ 135,304	33%
GG - 13	\$ 111,535	\$ 115,253	\$ 118,972	\$ 122,690	\$ 126,408	\$ 130,127	\$ 133,845	\$ 137,563	\$ 141,281	\$ 145,000	\$ 148,718	\$ 152,436	26%
GG - 14	\$ 130,755	\$ 135,114	\$ 139,473	\$ 143,831	\$ 148,190	\$ 152,549	\$ 156,908	\$ 161,266	\$ 165,625	\$ 169,984	\$ 174,343	\$ 178,701	25%
GG - 15	\$ 153,801	\$ 158,928	\$ 164,054	\$ 169,180	\$ 174,306	\$ 179,433	\$ 184,559	\$ 189,685	\$ 191,900	\$ 191,900	\$ 191,900	\$ 191,900	25%

Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a