## Benefits and Entitlements for TDY and TCS Assignments

<table>
<thead>
<tr>
<th>General Schedule Civilian Pay and Allowance Entitlements</th>
<th>TDY (Any length)</th>
<th>Nine Month TCS</th>
<th>One Year TCS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay or Allowance Entitlement</td>
<td>Basic General Pay Schedule to Including Locality Pay</td>
<td>Basic General Pay Schedule without Locality Pay</td>
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</tr>
<tr>
<td>Overtime</td>
<td>1.5 x GS-10/1 or regular hourly rate, whichever is greater; below GS-10, 1.5 x regular hourly rate</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>(All are exempt from FLSA under the foreign exemption rule)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Holiday Pay</td>
<td>2 x hourly rate for regularly scheduled hours</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>Post Differential *</td>
<td>After 42 consecutive days, 35% of Base Pay for 40 Hours</td>
<td>Same, effective after one day in country</td>
<td>Same, effective after one day in country</td>
</tr>
<tr>
<td>Danger Pay</td>
<td>In effect from 1st day, 35% of Base Pay for 40 Hours</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>Promotions</td>
<td>Opportunities must be applied for by interested parties</td>
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</tr>
<tr>
<td>Night Shift Differential</td>
<td>10% for all regularly scheduled hours from 1800-0600</td>
<td>Same</td>
<td>Same</td>
</tr>
</tbody>
</table>
| **Separate Maintenance Allowance **
(SMA)** | None | Annual Rate varies based upon number of family members and is pro-rated based upon length of tour | Annual Rate varies based upon number of family members |
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<th></th>
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<tbody>
<tr>
<td><a href="http://www.state.gov/m/a/als/1739">www.state.gov/m/a/als/1739</a></td>
<td></td>
<td></td>
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<tr>
<th><strong>Relocation Bonus</strong></th>
<th>Same as TCS</th>
<th>12.5% of annual salary</th>
<th>25% of annual salary</th>
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<tr>
<th><strong>Rest and Recuperation Leave</strong></th>
<th>Same as TCS</th>
<th>1 R&amp;R trip</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employees must serve a minimum of 60 days in country to be eligible.</td>
<td>Employees who serve 12 months are eligible for 3 R&amp;R trips. Employees must serve a minimum of 60 days in country to be eligible.</td>
</tr>
</tbody>
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<tr>
<th><strong>Leave Accrual</strong></th>
<th>No change to regular accrual and carryover</th>
<th>Employees may carry up to 360 hours (45 days) of annual leave to next leave year.</th>
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<tr>
<th><strong>Nontemporary Storage (NTS) of Household Goods</strong></th>
<th>None</th>
<th>At government expense. NTS stops at the beginning of the second month upon return to the States.</th>
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<tr>
<th><strong>Transportation of Dependents and Shipment of Household Goods</strong></th>
<th>None</th>
<th>At government expense</th>
<th>At government expense</th>
</tr>
</thead>
</table>

**NOTES:**

* After 42 consecutive days in country, pay is retroactive to the 1st day.

** Schedule A appointments, effective approximately 90 days from the effective date of appointment.