

## Benefits and Entitlements for TDY and TCS Assignments

<b>General Schedule Civilian Pay and Allowance Entitlements</b>			
	<b>TDY (Any length)</b>	<b>Nine Month TCS</b>	<b>One Year TCS</b>
<b>Pay or Allowance Entitlement</b>	Basic General Pay Schedule to Including Locality Pay	Basic General Pay Schedule without Locality Pay	Basic General Pay Schedule without Locality Pay
<b>Overtime</b>  (All are exempt from FLSA under the foreign exemption rule)	1.5 x GS-10/1 or regular hourly rate, whichever is greater; below GS-10, 1.5 x regular hourly rate	Same	Same
<b>Holiday Pay</b>	2 x hourly rate for regularly scheduled hours	Same	Same
<b>Post Differential *</b>	After 42 consecutive days, 35% of Base Pay for 40 Hours	Same, effective after one day in country	Same, effective after one day in country
<b>Danger Pay</b>	In effect from 1 <sup>st</sup> day, 35% of Base Pay for 40 Hours	Same	Same
<b>Promotions</b>	Opportunities must be applied for by interested parties	Opportunities must be applied for by interested parties	Opportunities must be applied for by interested parties
<b>Night Shift Differential</b>	10% for all regularly scheduled hours from 1800-0600	Same	Same

<b>Separate Maintenance Allowance ** (SMA)</b>  <a href="http://www.state.gov/m/a/als/1739">www.state.gov/m/a/als/1739</a>	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
<b>Relocation Bonus</b>	Same as TCS	12.5% of annual salary	25% of annual salary
<b>Rest and Recuperation Leave</b>	Same as TCS	1 R&R trip  Employees must serve a minimum of 60 days in country to be eligible.	Employees who serve 12 months are eligible for 3 R&R trips. Employees must serve a minimum of 60 days in country to be eligible.
<b>Leave Accrual</b>	No change to regular accrual and carryover	Employees may carry up to 360 hours (45 days) of annual leave to next leave year.	Employees may carry up to 360 hours (45 days) of annual leave to next leave year.
<b>Nontemporary Storage (NTS) of Household Goods**</b>	None	At government expense. NTS stops at the beginning of the second month upon return to the States.	At government expense. NTS stops at the beginning of the second month upon return to the States.
<b>Transportation of Dependents and Shipment of Household Goods</b>	None	At government expense	At government expense

NOTES:

\* After 42 consecutive days in country, pay is retroactive to the 1<sup>st</sup> day.

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