

GENERAL SCHEDULE CIVILIAN PAY AND ALLOWANCE ENTITLEMENTS			
TDY (Any length)		Nine Month TCS	One Year TCS
Pay or Allowance Entitlement	Basic General Pay Schedule, including Locality Pay	Basic General Pay Schedule without Locality Pay	Basic General Pay Schedule without Locality Pay
Overtime (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
Holiday Pay	2 x hourly rate for regularly scheduled hours	Same	Same
Post Differential*	After 42 consecutive days in country, Currently 35% of Base Pay (includes locality pay) for basic 40-hour workweek, retroactive to the 1st day	Currently 35% of Basic Pay (no locality pay) for basic 40-hour workweek, effective after one day in country	Currently 35% of Basic Pay (no locality pay) for basic 40-hour workweek, effective after one day in country
Danger Pay	In effect from 1 st day, Currently 35% of Base Pay (includes locality pay) for 40 Hour workweek	In effect from 1st day, Currently 35% of Basic Pay (no locality pay) for basic 40-hour workweek	In effect from 1st day, Currently 35% of Basic Pay (no locality pay) for basic 40-hour workweek
Promotions	Opportunities must be applied for by interested parties	Opportunities must be applied for by interested parties	Opportunities must be applied for by interested parties
Night Shift Differential	10% for all regularly scheduled hours from 1800-0600	Same	Same

Separate Maintenance Allowance (SMA)	None	Annual Rate varies based upon salary and number of family members. Amount is pro-rated based upon length of tour	Annual Rate varies based upon salary and number of family members. Amount is pro-rated based upon length of tour
Rest and Recuperation (R&R) Leave	Same as TCS NOTE: Six month tours must be approved by TAD Deputy Commander on a case-by-case basis and received zero R&R trips.	Eligible for 1 R&R trip. Employees must serve a minimum of 60 days in country to be eligible.	Employees who sign up for 12 consecutive months are eligible for 2 R&R trips within the 12 month service period. Employees must serve a minimum of 60 days in country to be eligible.
Reintegration Leave	3 days of excused absence with successful completion of at least 6 consecutive months of OCO service.	Same.	Same.
Leave Accrual	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.
Nontemporary Storage (NTS) of Household Goods	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.

Transportation of Dependents and Shipment of Household Goods	None	At government expense	At government expense
Annual Premium Pay Waiver (Includes Overtime, Night, Holiday, and Sunday pay)	Eligible employees will be entitled to premium payments to the extent the employee's combined payable amount of basic pay and premium pay for CY 2011 does not exceed the annual rate of the salary payable to the Vice President, which is \$230,700 CY 2011. Employees assigned to Iraq and/or Afghanistan for at least 42 consecutive days are deemed to meet the eligibility requirements for the increased premium pay cap effective January 1, 2011. SECARMY has delegated authority to USACE, which has been redelegated to USACE MSC Commanders, to determine when employees not assigned to Iraq/Afghanistan are	Same	Same

	eligible for the Premium Pay Waiver.		
Aggregate Pay Limitation (Includes Premium Pay, Basic Pay, Bonuses, etc.)	Eligible employees (see "Premium Pay Waiver" for eligibility standards) are limited to base pay and premium pay payable in CY 2012 not to exceed \$230,700 but all other compensation will be paid as it is earned.	Same	Same