

## Benefits and Entitlements for TDY and TCS Assignments

<b>General Schedule Civilian Pay and Allowance Entitlements</b>			
	<b>TDY (Any length)</b>	<b>Six Month TCS</b>	<b>One Year TCS</b>
<b>Pay or Allowance Entitlement</b>	Basic General Pay Schedule 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 Basic Pay (includes locality pay) for basic 40-hour workweek	35% of Basic Pay (no locality pay) for basic 40-hour workweek, effective after one day in country	35% of Basic Pay (no locality pay) for basic 40-hour workweek, effective after one day in country
<b>Danger Pay</b>	In effect from 1 <sup>st</sup> day, 35% of Basic Pay (includes locality pay) for basic 40-hour workweek	In effect from 1 <sup>st</sup> day, 35% of Basic Pay (no locality pay) for basic 40-hour workweek	In effect from 1 <sup>st</sup> day, 35% of Basic Pay (no locality pay) for basic 40-hour workweek
<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 **</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 and is pro-rated based upon length of tour
<b>Relocation Incentives</b> (may not exceed 25% of the annual salary of the employee at the beginning of the service period)	Same as TCS	Up to 15% of annual salary	Up to 25% of annual salary
<b>Rest and Recuperation Leave</b>	Same as TCS	Employees who serve 6 or more months but fewer than 12 months are 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 3 R&R trips within the 12 month service period. 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.