

Benefits and Entitlements for TDY and TCS Assignments
BENEFITS AND ENTITLEMENTS ARE SUBJECT TO CHANGE WITHOUT NOTICE

General Schedule Civilian Pay and Allowance Entitlements			
	TDY (Any length)	Six 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, 35% of Basic Pay (includes locality pay) for basic 40-hour workweek, retroactive to the 1 st day.	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
Danger Pay	In effect from 1 st day, 35% of Basic Pay (includes locality pay) for basic 40-hour workweek	In effect from 1 st day, 35% of Basic Pay (no locality pay) for basic 40-hour workweek	In effect from 1 st day, 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 www.state.gov/m/a/als/1739	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
Relocation Incentives	Up to 12.5% of annual salary for a 6-month tour; up to 25% for a 12-month tour (includes locality pay)	Up to 12.5% of annual salary (no locality pay)	Up to 25% of annual salary (no locality pay)
Rest and Recuperation Leave	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.
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.
Non-temporary Storage (NTS) of Household Goods (For an employee on a Schedule A appointment this is effective approximately 90 days from the effective date of the appointment.)	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