

## Appendix M – Pay, Benefits and Work Schedule

200	The General Schedule (GS) basic pay schedule may vary by geographic locality and is based on what private industry is paying for similar work levels in similar pay areas.
201	The Federal Wage System is a pay-setting system covering Federal employees who are paid by the hour. The Federal Wage System is based on "comparability with local prevailing rates", which means that your pay is based on what private industry is paying for similar work levels in a specific local wage area.
202	Permanent w/Bene. This is a permanent, career-conditional appointment. Selectee will be eligible for health and life insurance, annual (vacation) and sick leave and will be covered under the Federal Employees Retirement System.
203	Full Time. This position will be filled on a full-time permanent basis. Upon completing any required probationary period, the position will be permanent.
204	Demonstration Project. This agency has Legislative authority to recruit and fill Permanent (Career-Conditional) and Term Appointments under a Demonstration Project. Under this project, interested individuals need not have present or previous status as a Federal employee in order to apply
205	Seasonal. This is a permanent seasonal position -- selectee will be guaranteed a MINIMUM number of weeks FULL TIME EMPLOYMENT each calendar year.
206	Detail/Temporary Promo. This position will be filled by detail or through a temporary promotion. Incumbent selected for this position will be returned to his/her former position or other position of comparable grade and location after the assignment is completed.
207	Time Limited Promo. This is a time-limited promotion. This position may be made permanent, without further competition.
208	Temporary NTE 1 year. Temporary employment not to exceed 1 year.
209	Temporary NTE 1,039 hrs. Temporary employment not to exceed 1,039 hours.
210	Term appt NTE 13 mos. Term appointment not to exceed 13 months.
211	Term appt NTE 2 yrs. Term appointment not to exceed 2 years. Term may be extended at option of the agency.
212	Term appt NTE 3 yrs. Term appointment not to exceed 3 years. Term may be extended at option of the agency.
213	Term appt NTE 4 yrs. Term appointment not to exceed 4 years.
214	Part-Time, 16 hrs. Part-time employment of 16 or fewer hours per week.
215	Part-Time, 17-24 hrs. Part-time employment. Anticipated work schedule of 17 to 24 hours per week.
216	Part-Time, 25-32 hrs. Part-time employment of over 25 per week but not to exceed 32 hours on a regular basis.
217	Irregular Tour. Irregular tour of duty to cover 24 hours a day, 7 days a week.
218	Irregular hours. The job often requires irregular hours.
219	Evenings & weekends. This position may require evening and weekend work.
220	Shift Work. This position requires shift work and may include evening and weekend work.
221	Various Shifts. Incumbent may be assigned to various shifts and may be required to rotate shifts.
222	Irreg Tour/Shift. Incumbent will be subject to work any day of the week (including Holidays) and any shift (including night shifts), depending upon law enforcement needs.
223	Law Enforcement Pay. The Law Enforcement Retirement System covers this position, and the incumbent is eligible for Law Enforcement Availability Pay.
224	Law Enforce Ret (Short). This position is covered by the law enforcement officer retirement provisions of 5 U.S.C. 836 and 5 U.S.C. 8401 as

	primary.
225	Law Enforce Ret (Long). This position is a primary law enforcement position under 5 U.S.C. 8336 (C) (CSRS) and 5 U.S.C. 8412 (D) (FERS). Persons making their first entry into a law enforcement position under these authorities cannot be selected if over age 37. Persons already in covered secondary positions or persons with previous approved service who apply for a primary position cannot be considered if their age at reentry into the primary position exceeds 37 years after subtracting their years of service in covered positions. Applicant must provide evidence of current or previous coverage that would qualify.
226	Law Enforcement 2. This is a secondary law enforcement position under the special retirement provisions of 5 U.S.C.8336(c) (CSRS). It requires experience in law enforcement. Coverage of the incumbent under these retirement provisions depends upon his or her individual work history. Coverage of the position under 5 U.S.C. 8412(d) (FERS) will not be determined before the closing date of this announcement.
227	Firefighter 1. This is a primary firefighter position under the special retirement provisions of 5 U.S.C. 8336(c) (CSRS) and 8412 (d) (FERS). Persons making their first entry into a firefighter position under these authorities cannot be selected if they have reached age 37 or older. Persons already in covered secondary positions or persons with previously approved service who apply for a primary position cannot be considered if their age at reentry into the primary position is 37 after subtracting service in approved positions.
228	Firefighter 2. This is a secondary firefighter position under the special retirement provisions of U.S.C.8336(c) (CSRS) and 5 U.S.C. 8412(d) (FERS). It requires firefighting experience. Firefighter retirement coverage of the incumbent depends upon his or her individual work history.
229	Firefighter Exp. This position requires firefighting experience. It has been submitted to the Department level for approval of coverage by the firefighter/law enforcement retirement provisions of 5 U.S.C.8336(c) (CSRS) and 5 U.S.C. 8412(d) (FERS) in the secondary category. Coverage will not be determined before the closing date of this announcement. If secondary coverage is approved, coverage of the incumbent will depend upon his or her past coverage.
230	Direct Deposit. All Federal employees are required by PL 104-134 to have federal payments made by Direct Deposit.
231	SES - Salary. Salary for Senior Executive Service jobs will vary depending on your qualifications and locality pay rates. Note: This box will ONLY show when an SES pay plan has been selected in the Job Summary
232	This is an Acquisition Demo Position. Three Career Paths (NH, NK, NJ) replace the General Schedule (GS) pay plan. The salary range for a given broadband level of a career path corresponds to the GS rates of basic pay for the grades that a particular broadband level encompasses