

## Salary and Wages

OPM pay information and links to pay tables: [Salaries & Wages \(opm.gov\)](#)

### General Schedule (GS):

Location of Command	Pay Table for General Schedule (GS)
Stennis Space Center (MS) Flagstaff (AZ)	Rest of US
Pearl Harbor (HI)	State of Hawaii
San Diego (CA)	San Diego-Chula Vista Carlsbad, CA
Monterey (CA)	San Francisco-Oakland, CA
Norfolk (VA)	Virginia Beach-Norfolk, VA-NC
Washington, DC Suitland (MD)	Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Naples, Italy Yokosuka, Japan	Special pay setting is used and a standard table is not available for civilians stationed overseas

#### GS-5 to GS-9: Early Career

Entry level positions based upon level of experience, education, or combination of both.

#### GS-9 to GS-11: Journeyman

Career positions with one to three years of applicable experience, higher education, or combination of both.

#### GS-12 to GS-15: Subject Matter Expert

Career positions with demonstrated experience of four or more years in a targeted discipline.

**General Government (GG):** please visit [OPM.gov](#)

**Wage Grade (WG and WS) positions:** [Wage and Salary \(osd.mil\)](#)

### Retirement

**Retirement:** [Retirement Services - OPM.gov](#)

Retirement is a 3-part system consisting of the Basic Benefit, Thrift Savings Plan (TSP), and Social Security Benefits.

The Basic Benefit for all new Federal civilian employees hired on 1 January 1987 or after are covered under the Federal Employees Retirement System (FERS). [FERS Information \(opm.gov\)](#)

### Leave/Time Off

**Annual Leave:** [Annual Leave \(opm.gov\)](#)

Often referred to as Paid Time Off (PTO), Personal Days, or Vacation. Annual leave accrues at one of three rates depending on your time of service and is separate leave accrual from sick leave.

**Sick Leave:** [Sick Leave \(General Information\) \(opm.gov\)](#)

This leave is separate from annual leave and can be used for personal medical needs, family care or bereavement, care of a family member with serious health condition, and adoption-related purposes.

### Holidays

**Federal Holiday Calendar:** [Federal Holidays \(opm.gov\)](#)

Federal employees receive 11 paid holidays each year.

### **Other Benefits**

**Work-Life Balance:** [Work-Life \(opm.gov\)](#)

Civilian employees are provided resources and opportunities to achieve a work-life balance. While each command can tailor their programs some examples include onsite health and wellness programs, involvement in command activities and functions, participating in cross functional teams. All Federal employees are also given resources to external support programs through an employee assistance program.

**Health, Dental, Vision, and Life Insurance, Flexible Spending Accounts (FSA), and Long Term Care:** [Federal Employees : Guide Me - OPM.gov](#)

Federal employees have the opportunity to select insurance coverage from top providers such as MetLife, Blue Cross, and Aetna as well as selection of plan within a provider. Employees who retire from Federal service have the opportunity to continue coverage upon retirement for health, dental, vision, and life insurance and long term care.

### **Awards and Recognition**

Employees have the potential to earn and be presented with various types of awards. Awards fall into one of three categories: honorary, incentive, and performance based. Incentive and performance based awards may be given in the form of cash or time off.

### **Training**

Federal employees are afforded training opportunities to build upon technical and soft skills directly related to their position. Trainings and costs directly related to the training, to include travel, is covered by the command and generally occurs during normal working hours.

#### **Conferences:**

Employees may be offered opportunities to attend conferences relevant to their position. Conferences are a type of training and costs directly related to the conference are covered by the command. Conferences are often held within the Continental US but may also require international travel.

#### **Leadership development:**

Naval Meteorology and Oceanography offers a Civilian Executive Leadership Program as well as supports employee participation in various Government hosted leadership development programs. These programs fall under training and all directly related costs are covered by the command.

### **Federal Resume Writing**

If you are not familiar with Federal Resume format, please visit the below link for some guidance as federal resumes are more comprehensive than a standard or one-page resume.

[USAJOBS Help Center - What should I include in my resume?](#)