

Original

Tables

12/9/88

COMPARISON - BASIC PAY FOR NONSUPERVISORY EMPLOYEES

Table 1

	GENERAL SCHEDULE AGENCIES		NON-GENERAL SCHEDULE AGENCIES		
	FBI	MILITARY DEPARTMENTS	DIA	NSA	CIA
<u>Structure of Basic Salary Schedule</u>					
- Does Agency use General Schedule salary table or a table identical with GS?	Yes	Yes	Yes	Yes	Yes
- 1988 Starting Salary for New Employee with BA degree (Intelligence Analyst)	\$15,118 (Gr5,St1) or \$18,762* (Gr7,St1)	\$15,118 (Gr5,St1) or \$18,762* (Gr7,St1)	\$18,762* (Gr7,St1)	\$18,762*	\$18,762*
- Salary After First Promotion					
^o If employee entered at grade 5	\$18,762	\$18,762			
^o If employee entered at grade 7	\$22,907 (Gr9,St1)	\$22,907 (Gr9,St1)	\$20,739 (Gr8,St1)	\$22,907** (Gr9,St1)	\$20,739 (Gr8,St1)
- Salary After Second Promotion					
^o If employee entered at grade 5	\$22,907	\$22,907			
^o If employee entered at grade 7	\$27,716 (Gr11,St1)	\$27,716 (Gr11,St1)	\$22,907 (Gr9,St1)	\$27,716** (Gr11,St1)	\$22,907 (Gr9,St1)

*Superior student with BA degree

**Average time in grade for employees promoted from Gr7 to Gr9 is 24 months

Average time in grade for employees promoted from Gr9 to Gr11 is 26 months

	UNDER GENERAL SCHEDULE MILITARY		NOT UNDER GENERAL SCHEDULE		
	FBI	DEPARTMENTS	DIA	NSA	CIA
Meeting Market Competition for Jobs With High Starting Salaries					
- Does agency have authority to set salary rates above the basic salary schedule for specific occupations to meet the market? *Agencies under GS apply to OPM.	No*	No*	Yes	Yes	Yes
- Does agency offer special salary rates for engineers?	Yes	Yes	Yes	Yes	Yes
^o 1988 Special entry rate* for engineering graduate with BS degree	\$19,268 (Gr5,St1)	\$19,268	\$23,866 (Gr7,St1)	\$28,086 to \$29,334 (Gr7,St7 to St9)	\$25,052 (Gr7,St1)
Superior student with BS degree	\$23,866 (Gr7,St1)	or \$23,866			
*GS rate higher for computer, electrical, electronic & nuclear engineers					
^o Size of with-in grade step increase at grade of entry, 1988 rates	\$ 494(Gr5) \$ 612(Gr7)	\$ 494 \$ 612	\$ 612 (Gr7)	\$ 624 (Gr7)	\$ 974 (Gr7)
- Does agency offer special salary rates for computer specialists?	Yes	No	Yes	Yes	Yes
^o 1988 Entry rate for computer science graduate with BS degree	\$19,654 (Gr5,St1)	\$15,118	\$24,342 (Gr7,St1)	\$26,314 to	\$20,283 (Gr7,St1)
Superior student with BS degree	\$24,432 (Gr7,St1)	or \$18,726		\$27,538 (Gr7,St5 to St7)	
^o Size of with-in grade step increase at grade of entry, 1988 rates	\$ 504(Gr5) \$ 624(Gr7)	\$ 504 \$ 624	\$ 624 (Gr7)	\$ 612 (Gr7)	\$ 788 (Gr7)

COMPARISON - ALLOWANCES OR DIFFERENTIALS ADDED TO BASIC SALARY FOR NONSUPERVISORY EMPLOYEES Table 3

	UNDER GENERAL SCHEDULE MILITARY		NOT UNDER GENERAL SCHEDULE		
	FBI	DEPARTMENTS	DIA	NSA	CIA
Additional Pay for Employees in Particular Circumstances					
- Does agency provide extra pay for overtime work, night shift work, work on Sundays or holidays, for being on-call or subject to call-back, and for intermittent work in hazardous conditions or under unusual physical hardships?	Yes	Yes	Yes	Yes	Yes
- Does agency offer one-time cash or honorary awards for special acts or services, superior accomplishments, ideas or suggestions, or inventions?	Yes	Yes	Yes	Yes	Yes
- Does agency offer incentive payments to employees selected to learn a language of critical importance to the agency, or to maintain proficiency in a language?	No	No	No	Yes	Yes
- Does agency offer incentive payments (one-time payments) to encourage employees to accept tours of duty in domestic locations that entail significant personal and financial burdens?	Yes (New York)	No	No	No	Yes
- Does agency provide extra pay (continuing pay during tour of duty) for living and working in high cost of living areas within the U.S.?	Yes (New York)	No	No	Yes (San Francisco; Los Angeles)	



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