



DEPARTMENT OF DEFENSE DEFENSE CONTRACT AUDIT AGENCY

Understanding the GS Pay Scale

A career with DCAA provides you all the financial benefits and stability of a federal job—including a competitive base salary. The General Schedule (GS) classification and pay system applies to most civilian federal employees in professional, technical, administrative, and clerical positions.



The GS Pay Scale has 15 levels, known as grades, with 10 step rates in between each. DCAA classifies each job's grade based on its difficulty, responsibility, and required qualifications. Auditor positions range from GS-05 to GS-15.



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How Your Qualifications Determine Pay Grade

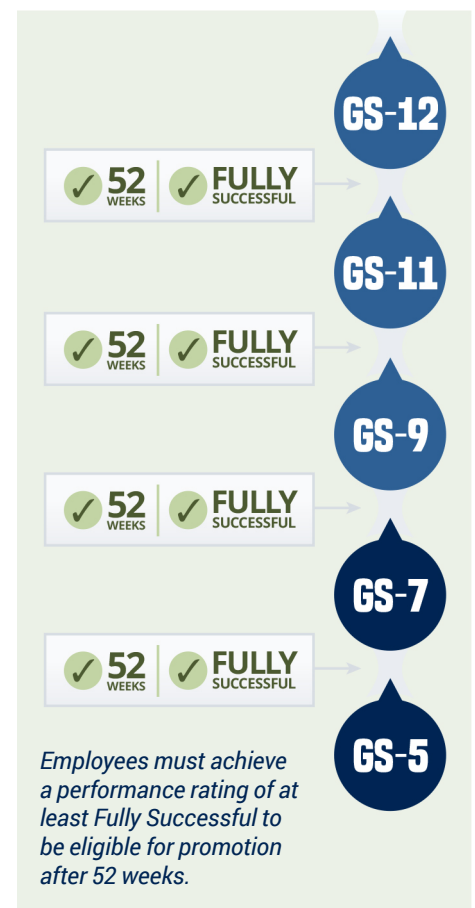
There is no strict formula for determining what grade level you will start at, since both education and experience are considered. The above graphic, however, shows typical relationships among GS grades, experience, and education.

The GS pay system is also locality-based, meaning there is a pay differential based on where you work. Locality pay is designed to bridge the compensation gap between GS and non-federal employees in a specific geographic area who perform similar duties.

"Laddering" Up for Career Advancement

New auditors who meet performance expectations can advance through "career ladder" promotions up to the GS-12 level. Entry-level employees can be noncompetitively promoted to the next grade level in the ladder through successful performance over a 52-week period. Each step and grade advancement will increase your salary.

For example, if you're hired at the GS-05 level for an auditor position and successfully meet the performance requirements, you would be noncompetitively promoted to the GS-07 level 52 weeks later.



Want more information? Visit <https://www.dcaa.mil/Careers/> to learn more.

