



U.S. Army Cyber Command Career Exploration, Advancement and Development Program Office

Benefits & Incentives: DoD Scholars as Federal Employees (Rev. 7/22/20)

CEAD Intern (8-10 weeks; Summer)			CEAD Fellow (2-years; Post graduation)
SFS	CySP	SMART	ARCYBER
<ul style="list-style-type: none"> • Full cost of tuition. • Academic-year stipends of \$25,000 per year for undergraduate students and \$34,000 per year for graduate students. Stipends Prorated if award is only for one semester. • Guaranteed full time civilian employment upon degree completion. 	<ul style="list-style-type: none"> • Full cost of tuition, books (from the institution/degree specific required book list, not books, which are optional for the class). • A stipend to cover room and board. The stipend levels are \$20,000 for community college students, \$25,000 for undergraduate students and \$30,000 for graduate (Master's/PhD) students. • Guaranteed fulltime civilian employment upon degree completion. 	<ul style="list-style-type: none"> • Total cost of full-time tuition and approved related educational fees. Tuition for study abroad programs may be paid. 5 year funding cap for B.S. and PhD awards, 3 years for M.S. award. • Annual stipends of \$25,000 for B.S., \$33,000 for M.S., and \$38,000 for PhD are pro-rated monthly. • Guaranteed full time civilian employment upon degree completion. 	<ul style="list-style-type: none"> • Full-time permanent developmental positions GS-5/7/9 target 11 (full performance) or GS-5/7/9/11 target 12 (full performance at headquarters) <u>based on qualification determination</u>. Starting salary range is \$34,000-\$100,000+ based on locality pay, step, experience, education, G.P.A., hiring incentives/allowances and special pay for certain job series (0854, 1550, and 2210) and possible yearly cost of living adjustments. • Opportunities for pay increases and performance-based awards and recognition. • Paid time off of work. Accrual of vacation and sick leave every pay period. Ten paid holidays per year. • Training plans, rotational assignments, shadow experiences, and senior leader engagements. • Cyber Operators may receive the in-kind equivalency of \$33,852 in pipeline training and \$65,277 in advanced training. • Buyback military time for federal employment retirement annuity.
<ul style="list-style-type: none"> • Education related fees (does not include items such as meal plans, housing, or parking). • Professional allowance of \$6,000 for SFS Job Fair and other travel, professional certification, etc. <p>https://www.sfs.opm.gov/</p>	<ul style="list-style-type: none"> • Required fees (including health care). • Allowance for purchase of laptop or e-reader. • When funding allows, students may be provided funding to attend one cybersecurity-related conference - USA-based only. • Disabled students may receive additional allowances. <p>https://public.cyber.mil/cyosp/</p>	<ul style="list-style-type: none"> • Miscellaneous supplies and health care. • Eligible recruitment Scholars completing summer internships may receive Internship Support Payments (ISPs) in addition to the monthly stipend. ISPs of \$1,000/week are intended to offset the cost of travel to the sponsoring facility and lodging. <p>https://smartscholarshipprod.service-now.com/smart?id=smart_index</p>	<ul style="list-style-type: none"> • Using pre-tax dollars, employees receive healthcare, dental and vision, life insurance, flexible spending accounts, long term care insurance, the Employee Assistance Program (mental health), retirement annuity, and a Thrift Savings Plan (similar to a 401k) with up to a 5% match. Additional benefits include family and medical leave and the voluntary leave transfer program. • Free access to fitness centers, events and discounted services on military bases. • Top Secret clearance. • Training and certifications. • Flexible work schedule options. • The Federal Government is actively recruiting and hiring persons with disabilities. • Employees may request reasonable accommodation.





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Total Annual Compensation – The Big Picture Computer Science Specialist, GS-1550-7, Step 5 - NOTIONAL SAMPLE

Base Pay	\$	41,204
Locality Pay for Ft. Gordon, GA	\$	6,457
Special Pay for 1550 job series	\$	14,421
TOTAL PAY	\$	<u>62,082</u>

Incentive Pay

25% recruitment incentive annually for up to 4 years w/service agreement for each year	\$	15,521
25% relocation incentive w/1 year service agreement	\$	15,521
Upon completion of fellow ship, student loan repayment annually for up to 6 years w/service agreement for each year	\$	10,000

TOTAL INCENTIVE PAY	\$	<u>41,041</u>
TOTAL PAY w/INCENTIVES	\$	<u>103,123</u>

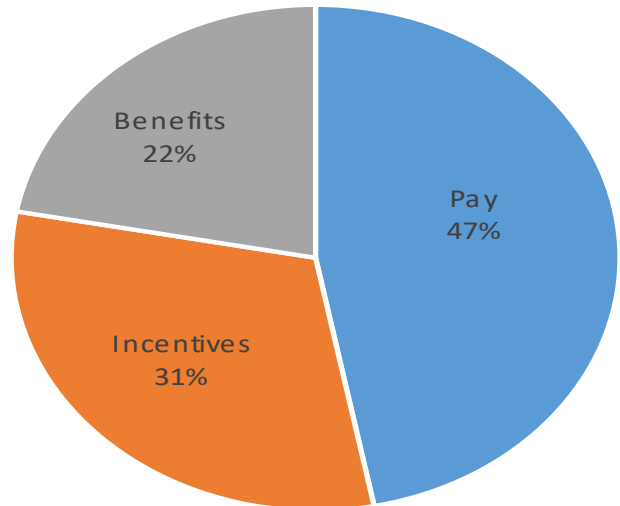
Benefits Paid by the Government for You

Retirement 13.7%	\$	12,758
Health Insurance 5% for single payer	\$	4,656
Social Security (OASDI) 6.2%	\$	5,774
Thrift Savings Plan (TSP) 5% match if the employee contributes a minimum of 5%	\$	4,656
Medicare 1.45%	\$	1,350

TOTAL BENEFITS	\$	<u>29,194</u>
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TOTAL ANNUAL COMPENSATION	\$	<u>132,317</u>
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Total Annual Compensation (Pay and incentives are taxed)



Leave/Time Off

Annual Leave (Vacation)	13 days
Sick Leave	13 days
Federal Holidays	<u>11 days</u>
TOTAL LEAVE	<u>37 days</u>

