



U.S. ARMY CYBER COMMAND

RISING LEADERS DEVELOPMENTAL PROGRAM

(Rev. 3/26/24)

BENEFITS & INCENTIVES: DOD SCHOLARS AS FEDERAL EMPLOYEES

Scholarship Programs and ARCYBER Internship (8-12 weeks; Summer Intern)			RLDP Fellow (3-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 that are optional). » 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 full time 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, prorated monthly. » Guaranteed full-time civilian employment upon degree completion. 	<ul style="list-style-type: none"> » Full-time permanent developmental positions at the GS-5/7/9 target 11 level (full performance) or GS-5/7/9/11 target 12 level (full performance at headquarters) based on qualification determination. 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, accrual of vacation and sick leave every pay period, and 10 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 of 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://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. <p>https://public.cyber.mil/</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 monthly stipend. ISPs of \$1,000/week are intended to offset the cost of travel to the sponsoring facility and lodging. <p>https://www.smartscholarship.org/smart</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 security 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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The Nation's Army in Cyberspace

930 15th St., ATTN: TM | Fort Gordon, GA 30905-5228 | www.arcyber.army.mil

For more information about the program or to apply, contact us at arcyber-tm-recruiting@army.mil



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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	\$	62,082

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 fellowship, student loan repayment annually for 6 years w/ service agreement for each year \$ **10,000**

TOTAL INCENTIVE PAY \$ 41,041

TOTAL PAY W/INCENTIVES \$ 103,123

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**

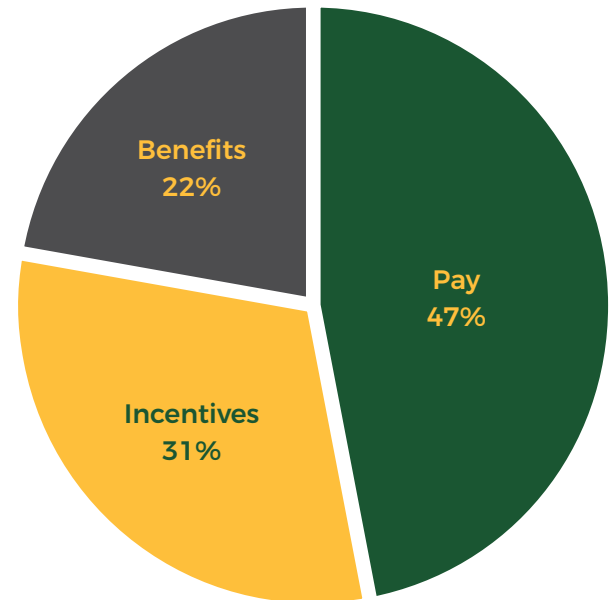
Thrift Savings Plan (TSP) 5% match if employee contributes a minimum of 5% \$ **4,656**

Medicare 1.45% \$ **1,350**

TOTAL BENEFITS \$ 29,194

TOTAL ANNUAL COMPENSATION \$ 132,317

Total Annual Compensation (Pay and incentives are taxed)



Leave/Time Off

Annual Leave (Vacation) **13 days**

Sick Leave **13 days**

Federal Holidays **11 days**

TOTAL LEAVE 37 days



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