



GS Structure- How to Navigate

May 19, 2022



Office of the Chief Human Capital Officer
TALO
People first. Mission always.

- The General Schedule (GS) [classification](#) and pay system covers the majority of civilian white-collar Federal employees (about 1.5 million worldwide) in professional, technical, administrative, and clerical positions.
- [GS classification standards](#), qualifications, pay structure, and related human resources policies (e.g., general staffing and pay administration policies) are administered by the U.S. Office of Personnel Management (OPM) on a Governmentwide basis.
- Each agency classifies its GS positions and appoints and pays its GS employees filling those positions following statutory and OPM guidelines.

General Schedule (GS)



The General Schedule has 15 grades--GS-1 (lowest) to GS-15 (highest) and 10 steps in each grade covering more than 400 occupations. Pay varies by geographic location.

**SALARY TABLE 2022-GS
INCORPORATING THE 2.2% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2022**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 20,172	\$ 20,849	\$ 21,519	\$ 22,187	\$ 22,857	\$ 23,249	\$ 23,913	\$ 24,581	\$ 24,608	\$ 25,234	VARIES
2	22,682	23,222	23,973	24,608	24,886	25,618	26,350	27,082	27,814	28,546	VARIES
3	24,749	25,574	26,399	27,224	28,049	28,874	29,699	30,524	31,349	32,174	825
4	27,782	28,708	29,634	30,560	31,486	32,412	33,338	34,264	35,190	36,116	926
5	31,083	32,119	33,155	34,191	35,227	36,263	37,299	38,335	39,371	40,407	1,036
6	34,649	35,804	36,959	38,114	39,269	40,424	41,579	42,734	43,889	45,044	1,155
7	38,503	39,786	41,069	42,352	43,635	44,918	46,201	47,484	48,767	50,050	1,283
8	42,641	44,062	45,483	46,904	48,325	49,746	51,167	52,588	54,009	55,430	1,421
9	47,097	48,667	50,237	51,807	53,377	54,947	56,517	58,087	59,657	61,227	1,570
10	51,864	53,593	55,322	57,051	58,780	60,509	62,238	63,967	65,696	67,425	1,729
11	56,983	58,882	60,781	62,680	64,579	66,478	68,377	70,276	72,175	74,074	1,899
12	68,299	70,576	72,853	75,130	77,407	79,684	81,961	84,238	86,515	88,792	2,277
13	81,216	83,923	86,630	89,337	92,044	94,751	97,458	100,165	102,872	105,579	2,707
14	95,973	99,172	102,371	105,570	108,769	111,968	115,167	118,366	121,565	124,764	3,199
15	112,890	116,653	120,416	124,179	127,942	131,705	135,468	139,231	142,994	146,757	3,763

With-In-Grade Increases (WGI)

Employees who occupy permanent positions earn WGIs upon meeting the following three requirements established by law:

- The employee's performance must be at an acceptable level of competence. To meet this requirement, an employee's most recent performance rating of record must be at least Level 3 ("Fully Successful" or equivalent).
- The employee must have completed the required waiting period for advancement to the next higher step.
- The employee must not have received an "equivalent increase" in pay during the waiting period. (See 5 CFR 531.407.)

Required Waiting Periods

For employees with a scheduled tour of duty, the required waiting periods established by law for advancement to the next higher step are as follows:

Advancement from...	Requires...
step 1 to step 2	52 weeks of creditable service in step 1
step 2 to step 3	52 weeks of creditable service in step 2
step 3 to step 4	52 weeks of creditable service in step 3
step 4 to step 5	104 weeks of creditable service in step 4
step 5 to step 6	104 weeks of creditable service in step 5
step 6 to step 7	104 weeks of creditable service in step 6
step 7 to step 8	156 weeks of creditable service in step 7
step 8 to step 9	156 weeks of creditable service in step 8
step 9 to step 10	156 weeks of creditable service in step 9

<https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/#FAQs>

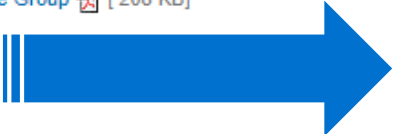
GS series structure



- 0000 – Miscellaneous Occupations Group
- 0100 – Social Science, Psychology, and Welfare Group
- 0200 – Human Resources Management Group
- 0300 – General Administrative, Clerical, and Office Services Group
- 0400 – Natural Resources Management and Biological Sciences Group
- 0500 – Accounting and Budget Group
- 0600 – Medical, Hospital, Dental, and Public Health Group
- 0700 – Veterinary Medical Science Group
- 0800 – Engineering and Architecture Group
- 0900 – Legal and Kindred Group
- 1000 – Information and Arts Group
- 1100 – Business and Industry Group
- 1200 – Copyright, Patent, and Trademark Group
- 1300 – Physical Sciences Group
- 1400 – Library and Archives Group
- 1500 – Mathematics and Statistics Group
- 1600 – Equipment, Facilities, and Services Group
- 1700 – Education Group
- 1800 – Inspection, Investigation, Enforcement, and Compliance Group
- 1900 – Quality Assurance, Inspection, and Grading Group
- 2000 – Supply Group
- 2100 – Transportation Group
- 2200 – Information Technology Group

1300 – Physical Sciences Group

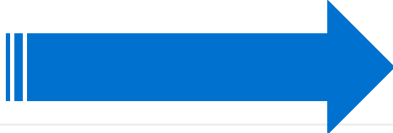
Series	Occupation
1300	<p>Job Family Standard for Professional Work in the Physical Science Group [208 KB]</p> <p>Series Covered:</p> <ul style="list-style-type: none"> 1301, General Physical Science 1306, Health Physics 1310, Physics 1313, Geophysics 1315, Hydrology 1320, Chemistry 1321, Metallurgy 1330, Astronomy and Space Science 1340, Meteorology 1350, Geology 1360, Oceanography 1370, Cartography 1372, Geodesy 1373, Land Surveying 1380, Forest Products Technology 1382, Food Technology 1384, Textile Technology 1386, Photographic Technology
1300	<p>Job Family Standard for Technical Work in the Physical Sciences Group [1.3 MB]</p> <p>Series Covered:</p> <ul style="list-style-type: none"> 1311, Physical Science Technician 1316, Hydrologic Technician 1341, Meteorological Technician 1371, Cartographic Technician 1374, Geodetic Technician
1361	<p>Navigational Information Series [74 KB]</p>



[Job Family Position Classification Standard for Professional Work in the Physical Science Group, GS-1300 \(opm.gov\)](https://www.opm.gov/policy-data-oversight/grades/grading-standards/physical-science-group/)

GRADE/ POSITIONS	EDUCATION	SPECIALIZED EXPERIENCE
GS-7	1 year of graduate-level education or superior academic achievement	1 year equivalent to at least GS-5
GS-9	2 years of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree	1 year equivalent to at least GS-7
GS-11	3 years of progressively higher level graduate education leading to a Ph.D. degree or Ph.D. or equivalent doctoral degree	1 year equivalent to at least GS-9
GS-12 and above		1 year equivalent to at least next lower grade level
<i>Research Positions</i>		
GS-11 research positions	Master's or equivalent graduate degree	1 year equivalent to at least GS-9
GS-12 research positions	Ph.D. or equivalent doctoral degree	1 year equivalent to at least GS-11
GS-13 and above research positions		1 year equivalent to at least next lower grade level

NOTE: Education and experience may be combined for all grade levels for which both education and experience are acceptable.



[Job Family Standard for Technical Work in the Physical Sciences Group, GS-1300 \(opm.gov\)](https://www.opm.gov/policy-data-oversight/grades/grading-standards/physical-sciences-group/)

GS employee promotion opportunities

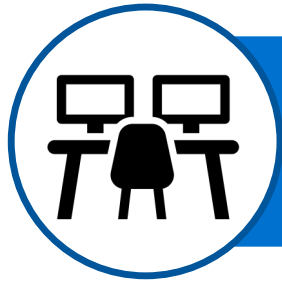


- Competition is typically necessary to advance to a higher GS grade. Promotions are competed through USA Jobs: <https://www.usajobs.gov/>
 - For most positions, one year of experience at the lower grade is required to qualify for a higher graded position.
 - In some cases, the original job announcement an employee was selected from advertised an option for promotion potential in the position. In this case the employee would not need to be compete, but a promotion would be submitted by the supervisor, after at least one year at the lower level.
- If selected for a promotion through competition, the increase is equal to at least two steps at the GS grade immediately before promotion to the higher GS grade.
 - Example: If you are currently a GS 14, step 6 and are selected for a GS 15, your promotion would be a GS 15 step 3.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
14	126233	130441	134649	138856	143064	147272	151479	155687	159894	164102
15	148484	153434	158383	163333	168282	173232	176300 *	176300 *	176300 *	176300 *

Note: In the original image, the value 147272 in the GS 14 Step 6 cell is circled. A blue arrow points from this cell to the GS 15 Step 3 cell (158383), which is also circled. A second blue arrow points from the GS 15 Step 7 cell (176300) to the GS 15 Step 8 cell (176300).

- You likely applied for the job you have now on USAJOBS.
- USAJOBS connects job seekers with federal employment opportunities across the United States and around the world. As the Federal Government's official employment site, USAJOBS helps the right people find the right jobs.
- USAJOBS allows you to:
 - Search for new opportunities.
 - Find a wealth of information about applying for federal jobs on the USAJOBS website.
 - Set up a profile and saved searches so you can receive emails as new opportunities are advertised.
- To search for jobs at NASA visit: <https://www.usajobs.gov/search/results?d=NN&p=1>



What is the Talent Marketplace?

- Talent Marketplace provides NASA employees access to non-competitive development opportunities across the agency and provides managers the ability to better tap all **agency internal talent resources** for their work.
- Employees have two primary actions on the Talent Marketplace: building a user profile and applying for opportunities.



What does this mean for me as an employee?

- The Talent Marketplace provides you with:
- Easy view access to all non-competitive opportunities that fit your eligibility.
 - The ability to develop a personal profile that will alert you to opportunities that meet your criteria.
 - A clear, understandable process that you can track electronically.
 - Quicker resolution of applications and opportunities.
 - Transparency of eligibility, selection criteria, and processes.

<https://talent.nasa.gov/market/index.cfm?>