

Pay System Definitions

GS The General Schedule (GS) pay system, as set forth in subchapter III of chapter 53 of title 5, United States Code covers most "white-collar" positions in the executive branch and in certain agencies of the legislative branch of the Federal Government. The General Schedule consists of 15 grades, each broadly defined in law in terms of difficulty and responsibility of the work and the qualifications required for its performance.

FWS The Federal Wage System (FWS) covers trade, craft, and labor occupations in the Federal Government. The pay for these employees is set in accordance with local prevailing rates under the statutory authority of subchapter IV, chapter 53 of title 5, United States Code.

NAF Nonappropriated Funds (NAF) are funds that are not appropriated by Congress and are not furnished from revenue derived from taxation. NAF funds are self-generated by Nonappropriated Fund Instrumentalities (NAFIs). NAF employees are federal employees but are not civil servants. NAF employees are not legally part of the Federal civil service; consequently, the policies, procedures, and entitlements relating to employees paid from appropriated funds and those relating to NAF employees are different. The Marine Corps has close to 12 thousand NAFI employees. The grade structure for NAF employees in administrative and professional positions is as follows:

NF-1 Junior Clerical/Customer Service

NF-2 Senior Clerical/Customer Service

NF-3 Specialist/Management

NF-4 Senior Specialist/Management

NF-5 Top Management

NF-6 Senior Executive NAFI crafts, trades, and labor positions use the following designations:

NA Nonsupervisory positions

NL Leader positions

NS Supervisory positions

Acquisition Demonstration Some of our positions fall under the Department of Defense (DOD) Acquisition Workforce Personnel Demonstration (DEMO) Project and use a Broad banding system.

SES/SL/SIE The Senior Executive Service (SES) covers most managerial, supervisory, and policy positions in the executive branch which are classified above GS-15 and which do not require Senate confirmation. There are currently six salary levels in the SES.

Other Pay Plans (AD/GG) Some of our academic positions are under the AD (Administratively Determined) Pay Plan. Others such as child care providers, are under the GG Pay Plan, which follows the general schedule grade and step structure