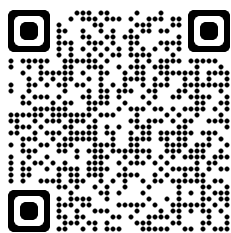




NRCS directly serves America's farmers, ranchers, and forest managers by providing them with financial and technical assistance, or advice, for their land. Our goal is to give our customers free, personalized information to help them make informed conservation decisions.

If you're ready to help our farmers help the land, consider the opportunities with NRCS!

We encourage all interested individuals to apply for positions at NRCS. The application process starts with visiting USAJOBS.gov. Then, you can search for a specific job by keyword, agency, location, salary, occupation, etc.



Salary Table 2024-GS*
Incorporating the 4.7% General Schedule Increase
Effective January 2024

*Table does not include locality pay.

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	\$ 21,986	\$ 22,724	\$ 23,454	\$ 24,183	\$ 24,912	\$ 25,339	\$ 26,063	\$ 26,792	\$ 26,821	\$ 27,502	VARIES
2	24,722	25,310	26,129	26,821	27,124	27,922	28,720	29,518	30,316	31,114	VARIES
3	26,975	27,874	28,773	29,672	30,571	31,470	32,369	33,268	34,167	35,066	899
4	30,280	31,289	32,298	33,307	34,316	35,325	36,334	37,343	38,352	39,361	1,009
5	33,878	35,007	36,136	37,265	38,394	39,523	40,652	41,781	42,910	44,039	1,129
6	37,765	39,024	40,283	41,542	42,801	44,060	45,319	46,578	47,837	49,096	1,259
7	41,966	43,365	44,764	46,163	47,562	48,961	50,360	51,759	53,158	54,557	1,399
8	46,475	48,024	49,573	51,122	52,671	54,220	55,769	57,318	58,867	60,416	1,549
9	51,332	53,043	54,754	56,465	58,176	59,887	61,598	63,309	65,020	66,731	1,711
10	56,528	58,412	60,296	62,180	64,064	65,948	67,832	69,716	71,600	73,484	1,884
11	62,107	64,177	66,247	68,317	70,387	72,457	74,527	76,597	78,667	80,737	2,070
12	74,441	76,922	79,403	81,884	84,365	86,846	89,327	91,808	94,289	96,770	2,481
13	88,520	91,471	94,422	97,373	100,324	103,275	106,226	109,177	112,128	115,079	2,951
14	104,604	108,091	111,578	115,065	118,552	122,039	125,526	129,013	132,500	135,987	3,487
15	123,041	127,142	131,243	135,344	139,445	143,546	147,647	151,748	155,849	159,950	4,101

USDA is an equal opportunity provider, employer, and lender.

March 2024

Benefits of Working for the Federal Government





Additional Benefits

You're making a great choice when you choose a career with the U.S. Government. In addition to your take-home pay, our comprehensive compensation/benefits package is highly attractive. As a federal employee, you and your family have access to a range of benefits that are designed to make your federal career very rewarding.

11 Paid Holidays	Commuter Subsidies
Child Care	Medical Benefits
Continuing Education and Professional Development	Elder Care
	Vacation, Personal, and Sick Time
Flexible Work Schedules	Employee Assistance and Referral
Incentives and Awards	Medical Benefits
Life Insurance	Leave for the Care of Family Members
Student Loan Forgiveness	Disability Insurance
Reasonable Accommodations	Same-Sex Domestic Partner Benefits
Flexible Work Schedules	And more....!

Primary Benefits

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. For additional information on general compensation and benefits typically offered, please contact the hiring agency for the job to which you have applied. Some of the most popular benefits include:

- **Salary:** Federal Government offers competitive pay, with most positions based on the General Schedule (GS) pay system.
- **Flexible Work Schedules:** Maintain valuable contributions to your work group or office while working remotely or by operating on a non-traditional work schedule.
- **Vacation, Personal, and Sick Time:** Enjoy paid and non-paid time off through our generous leave programs. You may also qualify for a higher leave accrual rate because of your non-federal work experience or uniformed service.
- **Commuter Subsidies:** Subsidies are available in some localities to offset work-related commuting expenses by utilizing public transportation.

Advancing Equity

In accordance with Executive Order 13985, "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government," NRCS Chief Terry J. Cosby established the agency's first ever Equity Division in October 2021.

The Mission of the NRCS Equity Division is to advocate for and better align institutional Equity into the work and practices of NRCS to ensure that every USDA-NRCS customer is put in a position to succeed in a diverse government world and notably feel inclusiveness to agency programs and services.



Special Emphasis Programs

The objective of the Special Emphasis Program (SEP) is to take affirmative steps to identify and eliminate discriminatory practices and policies and to ensure that all employees and applicants for employment have an equal opportunity to compete fairly in all aspect of recruitment, hiring, training, career development, developmental details, promotions, and any other condition of employment. NRCS plays a key role in supporting the SEP by providing national level NRCS Special Emphasis Program Managers (SEPMs) who coordinate SEP information within NRCS and serve as advisors to the FPAC Civil Rights Division on legislation, policies, employment, and program issues impacting SEP groups:

- American Indian / Alaska Native Emphasis Program
- Asian American and Native Hawaiian / Pacific Islander Emphasis Program
- Black / African American Emphasis Program
- Individuals with Disabilities Emphasis Program
- Federal Women's Program
- Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (+) Emphasis Program
- Hispanic Emphasis Program
- Veterans Emphasis Program.