

GAO

MAKING a DIFFERENCE for CONGRESS and the NATION

Salary and BENEFITS

Salary

GAO's starting salaries are commensurate with education and experience. In general, GAO's entry-level range for new employees with Masters Degrees is \$45,000 to \$68,000 depending on an individual's qualifications and the location of the position. GAO's banded pay system provides pay potential that allows for compensation based on performance. We also offer incentive awards to recognize high-performing individuals.

Vacation Leave

Annual leave (vacation) is based on length of government service, including any military service. For the first 3 years of government service, employees earn 13 days of vacation each year. For 3 to 15 years of federal service, employees earn 20 days of vacation each year, and after 15 years of federal service, employees earn 26 days of vacation each year. Thirty days of annual leave may be carried over to the next leave year.

Sick Leave

Regardless of the length of service, employees earn 13 days of sick leave a year. The amount of sick leave that may be accumulated is not limited.

Retirement

The Federal Employees' Retirement System (FERS) guarantees an employee a specific monthly payment based on the employee's age, length of creditable service, and "high three" average salary. FERS employees also pay Social Security taxes and may participate in the Thrift Savings Plan (TSP). The TSP is a tax-deferred retirement savings and investment plan that offers the same type of savings and tax benefits that many private corporations offer their employees under 401(k) plans.





GAO TEAMS

GOAL 1

Address Current and Emerging Challenges to the Well-Being and Financial Security of the American People related to...

- Health care needs and financing
- Education and protection of children
- Work opportunities and worker protection
- Retirement income security
- Effective system of justice
- Viable communities
- Natural resources use and environmental protection
- Physical infrastructure

Education, Workforce, and Income Security
Financial Markets and Community Investment
Health Care
Homeland Security and Justice
Natural Resources and Environment
Physical Infrastructure

GOAL 2

Respond to Changing Security Threats and the Challenges of Global Interdependence involving...

- Emerging threats
- Military capabilities and readiness
- Advancement of U.S. interests
- Global market forces

Acquisition and Sourcing Management
Defense Capabilities and Management
International Affairs and Trade

GOAL 3

Help Transform the Federal Government's Role and How It Does Business to Meet 21st Century Challenges by assessing...

- Roles in achieving federal objectives
- Government transform
- Key management challenges and program risks
- Fiscal position and financing of the government

Financial Management and Assurance
Forensic Audits and Special Investigations
Information Technology
Strategic Issues

GOAL 4

Maximize the Value of GAO by Being a Model Federal Agency and a World-Class Professional Services Organization in the areas of...

- Client and customer satisfaction
- Strategic leadership
- Institutional knowledge and experience
- Process improvement
- Employer of choice

Applied Research and Methods
General Counsel
Mission Support
QCI

GAO wants to be regarded as an employer of choice – one that recruits, develops, retains, and rewards high-quality employees and is considered one of America’s best places to work. The following initiatives are designed to ensure success in this endeavor:

- Learning Curriculum for Employee Development
- Employee-Friendly Benefits
- Professional Development Program for new Hires
- Student Loan Repayment Program
- Retention Allowances
- Knowledge Transfer and Retention Program
- Telework
- Employee Preference Survey
- Automated Time and Attendance System
- Online Job Application System