



# Overseas Opportunities

Join our team in  
Bahrain, Italy or Spain!

Serving with **Forward Deployed Regional Maintenance Center (FDRMC)** in a forward-deployed location supporting U.S. Fifth and Sixth Fleets, you will have an immediate impact on deployed, operational ships and their Sailors. Both homeported ships and deployed ships are expected to be on station and ready to meet fleet commanders' tasking. We must deliver mission-ready ships on time, every time. FDRMC conducts high-tempo ship maintenance operations with urgency because of those high stakes. **FDRMC has more than 250 full-time, U.S. Department of Defense civilian positions across its three locations.**

This information outlines common benefits, incentives and compensations many overseas employees receive. ***However, it is critical to note that you as the candidate MUST discuss and request each incentive or allowance in writing with the appointed Human Resources Office (HRO) representative during the recruitment process and prior to signing a final job offer.*** HRO will work to determine your eligibility for each benefit or incentive you request.



## Benefits & Incentives

- **Relocation pay** up to 25% of annual pay (dependent upon negotiations)
- **Home leave** accrued annually (location-based, must complete 24 months of continuous overseas duty to use)
- Carry over **360 hours of annual leave** (when hired from CONUS)
- Initial employment agreement 2 or 3 years with statutory **return rights** to former command (when hired from a current DOD job)
- **Relocation expenses**, or permanent change of station (PCS) expenses, are typically authorized for candidates outside the local area
- **Separate maintenance allowance** (SMA) is designed to assist an employee in offsetting the additional expenses of maintaining members of family elsewhere than at the employee's foreign post of assignment; may be authorized if employee requests SMA & is deemed qualified by HRO
- **Property management** (PM) services assists an eligible employee on the cost of managing their residence in the United States during the overseas tour of duty as a rental property; may be authorized if employee requests PM & is deemed qualified by HRO



## Compensation

FDRMC employees may receive:

- **Post allowance** (tax-free) is an overseas 'cost of living allowance,' which varies by salary, job location and household size
- **Living Quarters Allowance** (LQA, tax-free) is designed to cover living expenses (i.e.. rent and utilities); eligibility based on employee's status & determined by gaining HRO
- Bahrain employees receive **Sunday Premium Pay** (25% of base pay on Sundays) & **Post Hardship Differential** (15% of base pay), which provides additional compensation to employees in foreign areas where conditions of environment differ substantially from the U.S.
- **Pay retention/save pay** may be authorized (must be discussed with HRO prior to final job offer)



## Travel Opportunities

FDRMC's locations are prime travel hubs. Travel and exploring is strongly encouraged! When you serve overseas at any of our locations, you're in a perfect spot for visiting places across Europe, Africa and the Middle East. Additionally, many FDRMC positions require supporting ships at unique ports throughout each area of responsibility.



# Annual Compensation Comparison

Many times potential applicants may be discouraged when they learn locality pay isn't authorized overseas. However, **overseas allowances provide substantial compensation for employees abroad**. Most people are not familiar with the allowances or estimated amounts. The charts below show an estimated annual compensation at each location based on an employee at the GS 12, Step 5 paygrade. The left chart provides an estimate for single employees, while the chart on the right provides an estimate for married employees with two children.

At CONUS locations, you pay living expenses (i.e. rent, mortgage and utilities) out of your salary. **When overseas, your tax-free Living Quarters Allowance covers your living expenses (i.e. rent/utilities) when you select a location within your allowance, leaving your base pay and other allowances free from large expenses such as rent.**

Also note that these charts do not include estimates for additional overseas incentives such as relocation pay (up to 25% of annual pay and dependent upon negotiations), separate maintenance allowance, or property management services because of the wide variance based on job, salary and location.

GS-12, Step 5 Single/Without Family					
Location	Mayport	Norfolk	Rota	Naples	Bahrain
Base Pay	\$77,407	\$77,407	\$77,407	\$77,407	\$77,407
Locality Pay	\$12,540	\$13,299	N/A	N/A	N/A
Post Allowance (Tax-Free)	N/A	N/A	\$3,130	\$6,260	\$4,695
Living Quarters Allowance	N/A	N/A	\$27,900	\$40,200	\$44,000
Sunday Premium Pay & Hardship Differential	N/A	N/A	N/A	N/A	\$3,709 + \$11,610
Overtime (estimated 200 hrs/year)	\$12,930 (1.5x/hr)	\$13,104 (1.5x/hr)	\$7,456	\$7,456	\$7,456
Estimated Annual Compensation	\$102,877	\$103,810	\$115,893 (\$31,030 tax-free)	\$131,323? (\$46,460 tax-free)	\$148,877 (\$48,695 tax-free)

GS-12, Step 5 Married with Family (2 kids)					
Location	Mayport	Norfolk	Rota	Naples	Bahrain
Base Pay	\$77,407	\$77,407	\$77,407	\$77,407	\$77,407
Locality Pay	\$12,540	\$13,299	N/A	N/A	N/A
Post Allowance (Tax-Free)	N/A	N/A	\$4,110	\$8,220	\$6,165
Living Quarters Allowance	N/A	N/A	\$31,900	\$42,500	\$47,300
Sunday Premium Pay & Hardship Differential	N/A	N/A	N/A	N/A	\$3,709 + \$11,610
Overtime (estimated 200 hrs/year)	\$12,930 (1.5x/hr)	\$13,104 (1.5x/hr)	\$7,456	\$7,456	\$7,456
Estimated Annual Compensation	\$102,877	\$103,810	\$120,873 (\$36,010 tax-free)	\$135,583 (\$50,720 tax-free)	\$148,877 (\$53,456 tax-free)

*Living Quarters Allowance and Post Allowance do vary based on a number of variables. The numbers provided here are reasonable estimates. Actual allowances are unique to the individual and current rate.*



## Interested? Let Us Know & Learn How To Apply

FDRMC is staffed with more than 250 full-time civilian positions across all three locations with most jobs at the GS-12 level and above. Due to overseas tour length limits, **70-120 jobs announcements are typically released each year on a rolling basis** on USAJOBS.gov. If you don't immediately see a job opportunity in your career field when doing an initial search, keep checking USAJOBS. **Most importantly, set up email alerts to know when new positions are available.**

**To view available jobs across all three locations, visit:**

<https://www.usajobs.gov/Search/?l=Bahrain&l=Naples%2C%20Italy&l=Rota%2C%20Spain&a=NV60&p=1>



**To receive alerts when new jobs are available:**

- Click the USAJOBS link directly above
- Click the "Save this search" prompt at the top of the list;
- Sign into or create a USAJOBS.gov account;
- Revisit link above & click "Save this search" link again;
- Type in a name for the search, i.e. "FDRMC opportunities";
- Select "daily" notifications to receive an email the day an announcement opens
- Click "Save" & a small notification will appear at the top of the screen once your search has been saved

**You can also fill out our Employment Interest Form:**

To submit your contact information for follow-up, fill out our employment interest form. Once received, our Total Force team will reach out to you with more information!

**Employment Interest Form:**

<https://forms.osi.apps.mil/r/4FdGdumP39>



**OPPORTUNITIES INCLUDE, BUT ARE NOT LIMITED TO:**

PRODUCTION CONTROL  
ENGINEER  
NAVAL ARCHITECT  
ENGINEERING TECHNICIAN  
ELECTRONICS TECHNICIAN  
PROJECT MANAGEMENT  
QUALITY ASSURANCE  
SPECIALIST  
SHIPBUILDING SPECIALIST  
FINANCIAL MANAGEMENT  
LOGISTICS SPECIALIST  
SAFETY SPECIALIST  
INFORMATION TECHNOLOGY  
CORPORATE OPERATIONS

**TO VIEW THIS INFO ONLINE, VISIT:**  
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