

Waiting Periods for Within-Grade & Wage Rate Increases

Reference: National Guard Technician Handbook (2009)

WAGE GRADE EMPLOYEES

Wage Rate Increase (WRI)

Temporary, indefinite and permanent Wage Grade employees are eligible for a WRI the pay period following completion of the required waiting period provided performance is fully acceptable and no equivalent increase was received during the waiting period. Waiting periods to the following steps are:

- **Step 2** 26 calendar weeks of creditable service in Step 1
- **Step 3** 78 calendar weeks of creditable service in Step 2
- **Step 4** 104 calendar weeks of creditable service in Step 3
- **Step 5** 104 calendar weeks of creditable service in Step 4

GENERAL SCHEDULE EMPLOYEES

Within-Grade Increase (WGI)

Only indefinite and permanent General Schedule employees are eligible for a WGI. A WGI will occur in the pay period following completion of the required waiting period provided the employee has performed at an acceptable level of competence and he/she has not received an equivalent increase during the waiting period. Waiting periods to the following steps are:

- **Step 2, 3 & 4** 52 calendar weeks of creditable service
- **Steps 5, 6 & 7** 104 calendar weeks of creditable service
- **Steps 8, 9 & 10** 156 calendar weeks of creditable service

**Note: Excess time in a personal (non-military related) Leave Without Pay status may result in a delay of the WGI. Contact the HRO for additional information.*