



Strategic Compensation Conference

Department of State Standardized
Regulations (DSSR)

Juanita P. Stokes

Deputy Director

Office of Allowances

U.S. Department of State

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U.S. Department of State OFFICE OF ALLOWANCES

MISSION

Protect the interest of USG agencies, its civilian employees and their families serving overseas by ensuring appropriate reimbursements for extraordinary costs and difficulties associated with serving abroad.

The Department of State Standardized Regulations (DSSR)

- Where we get the authority to do what we do:
 - Law: 5 US CODE 5921-5928
 - Executive Order 10903 (Jan. 1961)
 - DSSR (Apr. 1961) Government-wide Regs
 - Agency Implementing Regulations

HOW DO WE ACCOMPLISH THIS?

Reimburse for Extraordinary Costs:

- Post (cost of Living) Allowance
- Education Allowances
- Separate Maintenance Allowance
- Foreign & Home Service Transfer Allowances
- Evacuation Payments

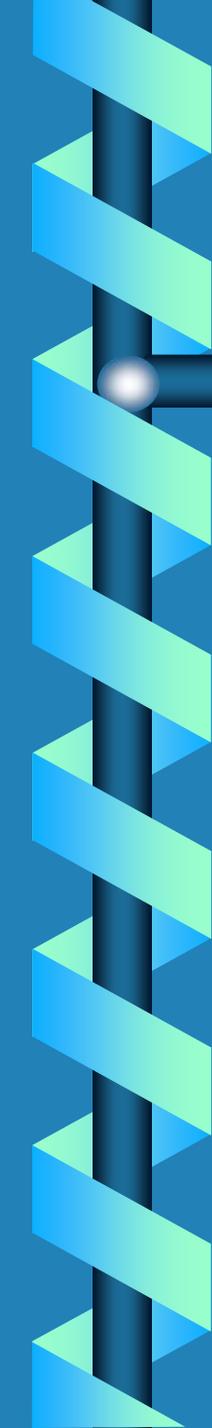


"Post" (Cost of Living) Allowance

Reimburse for goods and services
more expensive than in
Washington, DC

Education

- Reimburse for adequate education for dependent children in grades K-12



Educational Travel

- One annual round trip between U.S. high school or college and foreign post
- Not paid concurrently with education allowance



Separate Maintenance

Reimbursement for additional expense of maintaining family members elsewhere than at post.



Foreign and Home Service Transfer Allowances

Reimburse for extraordinary,
necessary and reasonable
expenses for establishing
employee and family at assigned
post (either foreign or
domestic)

Evacuation Payments

- Payments help cover hotel, meals, laundry, local transportation and essential items not shipped from post (air freight replacement)



Incentives For Difficulties Associated with Living Abroad

- Quarters Allowances
- Post Differentials
- Danger Pay

QUARTERS ALLOWANCES

- Temporary Quarters Subsistence (TQSA)
- Living Quarters Allowance (LQA)
- Extraordinary Quarters Allowance (EQA)

QUARTERS ALLOWANCES

- Temporary Quarters Subsistence (TQSA)
 - Necessary & reasonable cost of temporary lodging & meals upon arrival or prior to departure from posts

QUARTERS ALLOWANCES

- Living Quarters Allowance (LQA)
 - Covers most (or all) of your rent and utility expenses when USG housing is not available.

QUARTERS ALLOWANCES

Extraordinary Quarters Allowance

- Covers lodging and meals when employee/family must vacate permanent quarters during TOD due to crisis (fire, structural damage, etc.) or USG renovations

DIFFERENTIALS

- Post (hardship) Differential
 - Incentive to serve at posts with environmental conditions significantly worse than in the US.
 - 5%, 10%, 15%, 20%, 25% posts

DIFFERENTIALS

- Difficult To Staff Incentive Differential (DTSID)
 - Additional pay of 15% for difficult to staff positions at 15%, 20% and 25% posts.
- Combination of DP and DTSID, not to exceed 25%.



Danger Pay

- Incentive to serve at posts where there is war and/or civil insurrection.

HOW TO CONTACT US

- Office of Allowances
- U.S. Department of State
- Internet for DSSR and Allowances:
www.state.gov/m/a/als
- Internet e-mail:
allowancesO@state.gov
- Phone: 202-663-1121
- Fax: 202-261-8707



Office of Allowances Web Site

Internet Address

www.state.gov/m/a/als/

Bureau of Administration

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Office of Allowances

The Office of Allowances in the Bureau of Administration, develops and coordinates policies, regulations, standards, and procedures to administer the government-wide allowances and benefits program abroad under the Department of State Standardized Regulations -- DSSR -- (Government Civilians, Foreign Areas).

The office compiles statistics of living costs abroad, quarters allowances, hardship differentials, and danger pay allowances, and computes the established allowances to compensate U.S. Government civilian employees for costs and hardships related to assignments abroad. See the DSSR.

--07/01/01 [Summary of Allowances and Benefits](#)

Highlights

Per Diem Rates

-- Domestic Per Diem Rates (CONUS), see: [General Services Administration](#)
-- Non-contiguous U.S. Rates, see: [Department of Defense](#)



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Table of Allowances (Section 920)

Section 920, Post Classification and Payment Tables, and Amendments to the Department of State Standardized Regulations (Government Civilians, Foreign Areas)

The Section 920 publication provides a complete listing of all allowances, differentials, regulation changes, and other information related to U.S. Government American civilian employees working in foreign areas. Thirteen publications are made annually, each reflecting changes occurring in two biweekly pay periods. Effective the first day of each pay period, any allowance or differential changes are announced by cable and after two change cables have been issued, a revised Section 920 is published.

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Biweekly Updates

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2001

- 12/27/01 [Allowance and Post Differential Reclassifications TL:SR-607 \(Part A\)](#)
- 12/16/01 [Allowance and Post Differential Reclassifications TL:SR-606 \(Part B\)](#)
- 12/01/01 [Allowance and Post Differential Reclassifications TL:SR-606 \(Part A\)](#)
- 11/20/01 [Allowance and Post Differential Reclassifications TL:SR-605 \(Part B\)](#)
- 11/01/01 [Allowance and Post Differential Reclassifications TL:SR-605 \(Part A\)](#)
- 10/22/01 [Allowance and Post Differential Reclassifications TL:SR-604 \(Part B\)](#)
- 10/07/01 [Allowance and Post Differential Reclassifications TL:SR-604 \(Part A\)](#)
- 09/23/01 [Allowance and Post Differential Reclassifications TL:SR-603 \(Part B\)](#)
- 09/17/01 [Allowance and Post Differential Reclassifications TL:SR-603 \(Part A\)](#)
- 08/26/01 [Allowance and Post Differential Reclassifications TL:SR-602 \(Part B\)](#)

Post Classification & Payment Tables - Web DSSR 920

- **Web 920 screens**
- **Examples**
 - **Kabul , Afghanistan**
 - **Reykjavik, Iceland**



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DSSR Section 920 Post Classification and Payment Tables

Select an Effective Date and Click Continue

05/05/2002 - TLSR611 

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DSSR Section 920 Post Classification and Payment Tables

Select a Country from the dropdown list and click Display Posts

AFGHANISTAN

DISPLAY POSTS

Having trouble locating a post? Use the [Posts Listed by Country Name in Alphabetical Order](#) to determine the correct post/country combinations that are listed within the table of allowances - DSSR section 920.

View [footnotes](#) for effective date selected. Also provides an alternative to allowance information by post.



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DSSR Section 920 Post Classification and Payment Tables

Select a Post and Click View Table

KABUL ▾

VIEW TABLE

Having trouble locating a post? Use the [Posts Listed by Country Name in Alphabetical Order](#) to determine the correct post/country combinations that are listed within the table of allowances - DSSR section 920.

View [footnotes](#) for effective date selected. Also provides an alternative to allowance information by post.

Web Version of DSSR 920

Kabul, Afghanistan

- **LQA = See footnote d**
- **Post Allowance = 0**
- **Transfer zone = 2**
- **p = danger pay**
- **differential = 25%**
- **n = days 1-42 paid**
- **{footnotes see separate screen}**
- **Education - at post inadequate**
- **Reporting requirements**
 - **State (lead agency)**
 - **month/year due**
- **Key to Past Changes**
 - **Prior and recent**

TO THE STANDARDIZED REGULATIONS (GOVERNMENT CIVILIANS, FOREIGN AREAS)

TL:SR-611
 Apr 21, 2002 - Part A
 &
 May 05, 2002 - Part B

Country/Post: Afghanistan - Kabul

Living Quarters Allowance/Post Allowance/Differential Rate

Change Family Status	LQA 2	LQA 3	LQA 4	Post Allow	Trans Zone	Diff Rate
See Footnote d				0	2	p 25 n

Education Allowance

Grades	At Post	Away from Post
K-12	150	35350

Reporting Schedule

Agency	Retail Type / Due	Educ. Due	Diff. Due	LQA Due	Key to Past Changes
St		Jun	Feb/E	Aug	576A/592A

Web Version of DSSR 920

Reykjavik, Iceland - 2 slides

• Change:

- b = away edu - 7-12
- c = PA Parts a & b

• LQA = with/without family rates

• Post Allowance = 25%

- c = both TL's

• Transfer zone = 1

• differential = 0%

• Education - K-6 adequate

- part b change

• Reporting requirements

- State (lead agency)
- month/year due

• Key to Past Changes

- Prior and recent
- changed in both TL's

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**SECTION 920, POST CLASSIFICATION AND PAYMENT TABLES, AND AMENDMENTS
TO THE STANDARDIZED REGULATIONS (GOVERNMENT CIVILIANS, FOREIGN AREAS)**

TL:SR-612
May 19, 2002 - Part A
&
Jun 02, 2002 - Part B

Country/Post: Iceland - Reykjavik

Living Quarters Allowance/Post Allowance/Differential Rate

Change Family Status	LQA 2	LQA 3	LQA 4	Post Allow	Trans Zone	Diff Rate
bc WF	e 8900	7800	6200	25 c	1	0
WOF	8100	6200	5400			

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Address <http://aoprals.a.state.gov/perdiems/920/getreport.cfm> Go Links >>

Living Quarters Allowance/Post Allowance/Differential Rate

Change Family Status	LQA 2	LQA 3	LQA 4	Post Allow	Trans Zone	Diff Rate	
bc	WF	e 8900	7800	6200	25 c	1	0
	WOF	8100	6200	5400			

Education Allowance

Grades	At Post	Away from Post
K-6	16350	16350
7-8	21700	31300 b
9	22350	31300 b
10-12	30400	31300 b

Reporting Schedule

Agency	Retail Type / Due	Educ. Due	Diff. Due	LQA Due	Key to Past Changes
St	Y / May / O	Jun	-	May	612A/612B

POST CLASSIFICATION AND PAYMENT TABLES SECTION 920

FOOTNOTES TO SECTION 920

(Explanations on how to use the post classification and payment tables are included in Section 920 of these regulations)

a - effective April 21, 2002

b - effective May 05, 2002

c - Changes were effective on both of the above dates. The allowance or other revision printed in this Section 920 was effective changes effective April 21, 2002 are listed at the end of these footnotes.

d -No current cost information is available as all U.S. Government employees are in Government owned or leased housing. Any US Government with employees eligible for the LQA should submit housing cost information to the Department of State as required by Section 072 and 077 regulations. Until more suitable housing cost information can be used to establish LQA rates for the locality, the following LQA rates are au

LQA GROUPS		2	3	4
	WF	10300	9400	8500
	WOF	9900	8500	7500

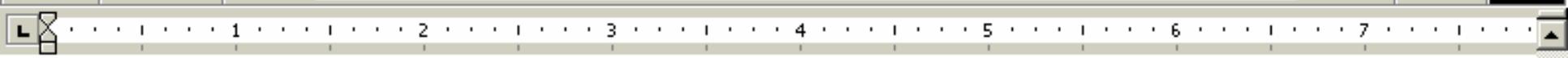
e -The LQA rates are established for the benefit of only a few or no current employees and therefore do not necessarily represent overall local costs. (See Sections 072 and 077 for information on the reporting of housing cost data.)

g -The following are within the Tokyo-To (Kanagawa-Ken) area: Atsugi, Camp Zama, Fussa, Machida-Shi, Sagami-hara, Tachikawa and Yokot

h -When payment is made directly to a DOD school rather than as an education allowance to the employee, such payment must be considered the education allowance. Thus, an employee whose child changes schools (DOD school, local school, U.S. school) during a school year, no payment made, or to be made, directly to the DOD school on the child's behalf from these rates. An employee cannot be granted or have p child's behalf, an amount greater than the rates published for any one school year.

m -The 'away from post' rate of \$28,950 is for use only in attending schools located outside of South Africa. The school 'at post' rate may be u attending day or boarding schools in South Africa.





n - An employee who serves for a period of 42 consecutive calendar days or more on detail (Section 511d) in **Afghanistan** may be granted the post differential at the prescribed rate for the number of days served, beginning with the first day of detail.

o - In addition to the listed post differential rate, employees are eligible for danger pay allowance, DSSR (652f), as shown below:

<u>Area</u>	<u>Rate</u>	<u>Eff. Date</u>	<u>Area</u>	<u>Rate</u>	<u>Eff. Date</u>	<u>Area</u>
Afghanistan	25%	12/02/01	Liberia:			Russia:
Algeria	25%	2/06/94	Other	25%	4/23/00	Chechnya Province
Bosnia-Herzegovina:			Pakistan:			Sierra Leone
Sarajevo	15%	1/18/98	All areas except Peshawar	25%	4/07/02	Somalia
Other	25%	7/19/92	Peshawar	25%	9/23/01	Sudan
Burundi	25%	2/04/96	Peru - Departments of:			Tajikistan
Central African Republic	20%	6/17/01	San Martin (ex. the City of Tarapoto)	15%	10/10/99	Uganda:
Colombia	15%	11/27/96	Huanuco (entire Departamento)	15%	10/10/99	Other
Iraq	25%	8/11/90	Apurimac (Province of Chincheros only)	15%	10/10/99	Yemen
Israel:			Ucayali (Province of Padre Abad only)	15%	10/10/99	Yugoslavia, Federal Republic
Gaza Strip	25%	8/02/01	Ayacucho (Provinces of La Mar and Huanta only)	15%	10/10/99	Kosovo Province
Jerusalem:						Pristina
Jerusalem	15%	4/21/02	Junin (Provinces of Satipo and Chanchamayo only)	15%	10/10/99	
West Bank	25%	8/02/01	Pasco (Province of Oxapampa only)	15%	10/10/99	
Lebanon	25%	10/21/83				
Liberia:						
Monrovia	15%	4/08/01				

s - (Not in Use)

t - (Not in Use)

u - In accordance with Section 151 of PL 101-246, danger pay is authorized for DEA employees while at the locations listed below. The authority at each location is revised by the removal of credit for political violence for those employees receiving danger pay.



u - In accordance with Section 151 of PL 101-246, danger pay is authorized for DEA employees while at the locations listed below. The authority at each location is revised by the removal of credit for political violence for those employees receiving danger pay.

DANGER PAY

Effective Date

Bolivia	15% 3/15/95
Mexico	15% 3/15/95

REVISED POST DIFFERENTIAL

Effective Date

Cochabamba	5% 3/15/95
La Paz	10% 11/26/95
Santa Cruz	10% 3/15/95
Other	10% 3/15/95
Differentials unchanged	

y - A danger pay allowance under Section 652g of the Standardized Regulations is authorized for Federal Civilian employees who accompany designated by the Secretary of Defense as eligible for imminent danger pay for the designated areas. The amount of danger pay shall be paid to uniformed military personnel as Imminent Danger Pay (currently \$150 per month). Danger pay authorized under Section 652g will not be paid in any time that the employee either receives danger pay authorized under Section 652f or post differential that would duplicate political violence credit included in the differential rate. Political violence credit is included in the differential rates for the following designated areas except: Iran and

Effective 1/7/96, the following designated areas are: Croatia (except Zagreb and Vukovar); and Yugoslavia, Former Republic Of (except Belgrade, Montenegro Province and Pristina)

Effective 10/13/96, the following designated areas are: Kuwait (except Kuwait City); Saudi Arabia (except Dhahran Area, Jeddah, Riyadh and the Persian Gulf