

Deployed Civilians

U.S. civilian employees have historically played an important role in U.S. Military operations by **performing critical duties** in virtually every functional area of combat support and combat service support.

The deployed civilian **serves beside uniformed military personnel** and provides the critical skill necessary to maximize the fighting capability of the combatant Soldier and increase the success of wartime or emergency missions.

While deployed assignments in contingency areas do pose unique challenges, many civilian employees have found such assignments to be extremely rewarding. When surveyed, employees discussed not only financial benefits of additional pay entitlements and increased opportunity for overtime, but other less tangible rewards. One employee described his deployed assignment as the **“ultimate professional experience.”** Others talked about the invaluable insights and understanding of the Army mission gained by working in such close proximity with Soldiers. Many mentioned the friendships and bonds that were established between the Soldiers and civilians, the strong sense of **“oneness”** and the opportunity to represent the civilian workforce in a positive light.

One thing is certain, assignments in the Balkans offer the opportunity to **“make a difference.”**

For more information,
contact the Heidelberg CPAC
DSN 370-6986 or CIV 06221-57-6986



or visit

www.chra.eur.army.mil
www.per.hqusareur.army.mil/cpd

Looking for adventure?

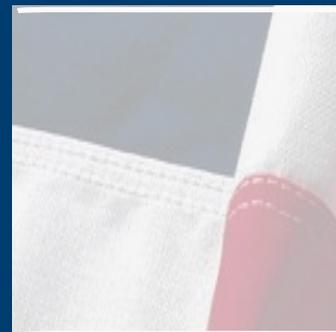


Professional Development Experience?

Working with Soldiers?



Consider a Balkans Job



Help Keep The PEACE



DOWNRANGE EMPLOYMENT ENTITLEMENTS/INCENTIVES

PAY ENTITLEMENTS

- ◆ **Danger Pay** is an allowance designated by the Secretary of State to be paid to employees assigned to specific overseas locations when civil insurrection, civil war, terrorism, or wartime conditions threaten physical harm or imminent danger to the health or well-being of employees stationed or detailed to that location. Danger pay may be set at 15, 20, or 25% of basic salary. At present, danger pay of 15% or 25% is authorized depending on the location of assignment.
- ◆ **Hardship Post Differential (HPD)** is an allowance paid to employees working in foreign areas when environmental conditions differ substantially from stateside conditions. Like danger pay, HPD is calculated as a percentage of basic pay as determined by the U.S. Department of State. Currently, a HPD of 25% is authorized to employees serving in the Balkans.

OTHER ENTITLEMENTS

- ◆ **Rest & Recuperation (R&R) Leave** - Civilian employees who are assigned to the Balkans for 180 days or more are eligible to take 15 days of leave for purposes of R&R. Transportation will be provided free of charge to designated leave locations. The actual leave days are chargeable to annual leave, compensatory time or leave without pay. Time spent in a travel status is not charged to leave.

INCENTIVES

- ◆ **Relocation Bonus** - A bonus of up to 25% of base pay may be approved for employees accepting assignments in the Balkans. The amount of the bonus is dependent upon the length of the assignment as shown in the chart below:

Bonus (% of basic pay)	Length of Deployment
10%	6 months
11-20%	7-12 months
21-25%	13-18 months

- ◆ **Overseas Tour Extension** - Extensions beyond the 5-year tour limitation may be granted to employees accepting assignments in the Balkans. The length of the extension is twice the amount of time spent on the deployed assignment, up to a maximum of two years.

NOTE: Incentives must be approved by management prior to the beginning of the deployed assignment. Eligibility for a specific incentive is dependent upon the individual situation.

NO COST SUPPORT SERVICES

While living conditions in the Balkans are more austere than many civilian employees are accustomed to, keep in mind that Balkan operations represent a fairly mature contingency. Conditions have improved over time and may, in fact, be better than you would expect. Civilian employees serving on assignments in the Balkans receive a variety of no cost support services normally provided to members of the military.

- ◆ **Food and Lodging** - Employees working in the Balkans are provided meals and lodging equivalent to that provided to the military.

Employees are housed in dormitory-like buildings with each employee assigned his/her own room. Meals are provided in the military dining facility at no cost. Dining facilities provide three hot meals a day at designated times. In addition, there is a 24-hour facility with limited selections such as soup, sandwiches, and cereal.

- ◆ **Medical and Dental Care** is also provided at no cost at the clinic facilities (including pharmacy support). Medical/dental care is limited to that normally available to military members at the deployed location.
- ◆ **Laundry** - Free laundry services with a three-day turn around is provided.
- ◆ **Internet** - Wireless internet is available at no cost.

OTHER SUPPORT SERVICES

- ◆ **AAFES** operates a number of facilities in the Balkans. There is a Post Exchange and a theater where two movies are shown each day free of charge. Burger King, Cinnabon, and Anthony's Pizza provide a "taste of home." Barber Shop and Beauty Shop facilities are also available.
- ◆ **Morale, Welfare and Recreation (MWR)** provides a variety of quality of life services. Gym facilities include a good selection of workout equipment. Other facilities house pool tables, arcade games, and computers as well as telephones to make calls back to family members. MWR also organizes entertainment nights, sports, and card tournaments as well as holiday themed events – all at no cost to the employee.

NOTE: The availability of these facilities may vary by location.