

117TH CONGRESS  
2D SESSION

# H. R. 9465

To provide locality pay to Federal employees working overseas under domestic teleworking agreements, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

DECEMBER 8, 2022

Mr. CASTRO of Texas introduced the following bill; which was referred to the Committee on Oversight and Reform

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## A BILL

To provide locality pay to Federal employees working overseas under domestic teleworking agreements, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Civil Service Federal  
5       Employee Serving Overseas Pay Equity Act”.

6       **SEC. 2. LOCALITY PAY FOR FEDERAL EMPLOYEES WORK-**  
7                               **ING OVERSEAS UNDER DOMESTIC EMPLOYEE**  
8                               **TELEWORKING OVERSEAS AGREEMENTS.**

9       (a) DEFINITIONS.—In this section:

1           (1) CIVIL SERVICE.—The term “civil service”  
2       has the meaning given the term in section 2101 of  
3       title 5, United States Code.

4           (2) COVERED EMPLOYEE.—The term “covered  
5       employee” means an employee who—

6                   (A) occupies a position in the civil service;  
7       and

8                   (B) is working overseas under a Domestic  
9       Employee Teleworking Overseas agreement.

10          (3) LOCALITY PAY.—The term “locality pay”  
11       means a locality-based comparability payment paid  
12       in accordance with subsection (b).

13          (4) NONFOREIGN AREA.—The term “nonforeign  
14       area” has the meaning given the term in section  
15       591.205 of title 5, Code of Federal Regulations, or  
16       any successor regulation.

17          (5) OVERSEAS.—The term “overseas” means  
18       any geographic location that is not in—

19                   (A) the continental United States; or

20                   (B) a nonforeign area.

21       (b) PAYMENT OF LOCALITY PAY.—Each covered em-  
22       ployee shall be paid locality pay in an amount that is equal  
23       to the lesser of—

24                   (1) the amount of a locality-based comparability  
25       payment that the covered employee would have been

1       paid under section 5304 or 5304a of title 5, United  
2       States Code, had the official duty station of the cov-  
3       ered employee not been changed to reflect an over-  
4       seas location under the applicable Domestic Em-  
5       ployee Teleworking Overseas agreement; or

6           (2) the amount of a locality-based comparability  
7       payment that the covered employee would be paid  
8       under section 1113 of the Supplemental Appropria-  
9       tions Act, 2009 (Public Law 111–32), as limited  
10      under section 9802(c)(2) of the James M. Inhofe  
11      National Defense Authorization Act for Fiscal Year  
12      2023, if the covered employee were an eligible mem-  
13      ber of the Foreign Service (as defined in subsection  
14      (b) of such section 1113).

15      (c) APPLICATION.—Locality pay paid to a covered  
16      employee under this section—

17           (1) shall begin to be paid not later than 60  
18       days after the date of the enactment of this Act; and

19           (2) shall be treated in the same manner, and  
20       subject to the same terms and conditions, as a local-  
21       ity-based comparability payment paid under section  
22       5304 or 5304a of title 5, United States Code.

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