



Human Capital: Department of State Overseas Comparability Pay: Gao-11-772r

By -

BiblioGov. Paperback. Book Condition: New. This item is printed on demand. Paperback. 34 pages. Dimensions: 9.7in. x 7.4in. x 0.1in. The Federal Employees Pay Comparability Act (FEPCA) of 1990 established locality pay to achieve pay comparability between federal and nonfederal jobs within the United States. Because FEPCA established pay localities only for areas within the United States, federal employees permanently stationed overseas, including members of the Foreign Service, did not receive locality pay. As the Washington, D. C. , locality rate grew to over 24 percent in 2010, the pay gap between federal employees who receive locality pay and those who do not widened considerably. To close this gap, the fiscal year 2009 Supplemental Appropriations Act granted the Department of State (State) temporary authority to provide locality pay at the Washington, D. C. , rate, also known as Overseas Comparability Pay, to Foreign Service personnel posted overseas. State is implementing this pay in three phases. Currently, Foreign Service personnel serving overseas receive 16.52 percent comparability pay, approximately two-thirds of the Washington, D. C. , locality rate. State had planned to implement the third and final phase of comparability pay, raising it to 24.22 percent, in August 2011. However, these...



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