

**§ 591.232 How does OPM establish and review post differentials?**

(a) OPM establishes a post differential by rulemaking if Government agencies require it for recruitment purposes and if one or more of the following conditions exist:

- (1) Extraordinarily difficult living conditions,
- (2) Excessive physical hardship, and/or
- (3) Notably unhealthful conditions.

(b) OPM periodically reviews with Federal agencies whether conditions of environment have changed in the post differential areas and whether payment of the post differential continues to be warranted as a recruitment incentive.

**§ 591.233 Who can receive a post differential?**

An employee must meet all of the following conditions to be eligible to receive a post differential:

- (a) The employee must be a citizen or national of the United States,
- (b) The employee's official duty station or detail to temporary duty must be in the post differential area, and
- (c) Immediately prior to being assigned to duty in the post differential area, the employee must have maintained his or her actual place(s) of residence outside the post differential area for an appropriate period of time (generally at least 1 year or more), except as provided in § 591.234.

**§ 591.234 Under what circumstances may people recruited locally receive a post differential?**

(a) Current residents of the area qualify for a post differential if they were originally recruited from outside the differential area and have been in substantially continuous employment by the United States or by U.S. firms, interests, or organizations.

(b) Examples of persons recruited locally but eligible to receive a post differential include, but are not limited to—

- (1) Those who were originally recruited from outside the area and have been in substantially continuous employment by other Federal agencies, contractors of Federal agencies, or international organizations in which the U.S. Government participates and

whose conditions of employment provide for their return transportation to places outside the post differential area,

(2) Those who are temporarily present in the post differential area for travel or formal study at the time they are hired and have maintained actual places of residence outside the area for an appropriate period of time, and

(3) Those who are discharged from U.S. military service in the differential area to accept employment with a Federal agency and have maintained actual places of residence outside the differential area for an appropriate period of time.

## PROGRAM ADMINISTRATION

**§ 591.235 When do COLA and post differential payments begin?**

(a) Agencies begin paying an employee a COLA or post differential on the effective date of the change in the employee's official duty station to a duty station within the COLA or post differential area or, in the case of local recruitment, on the effective date of the appointment.

(b) For an employee detailed to temporary duty in a post differential area and who is otherwise eligible for a post differential, agencies must begin paying a post differential after 42 consecutive calendar days of temporary duty in the post differential area.

**§ 591.236 When do COLA and post differential payments end?**

Subject to § 591.237(a), agencies stop paying an employee a COLA or post differential on—

- (a) Separation,
- (b) The effective date of assignment or transfer to a new official duty station outside the COLA or post differential area, or
- (c) In the case of an employee on detail to temporary duty in a post differential area, the ending date of the detail.

**§ 591.237 Under what circumstances may employees on leave or travel receive a COLA and/or post differential?**

(a) An employee on leave or travel may receive a COLA or post differential only if the agency anticipates that