

Employment Factors for U.S. Government Family Members Overseas

Type of Appointment	Family Member Appointment (FMA)	Temporary (Temp)	Personal Services Agreement (PSA)
Regulatory/Legal Authority Basis	Sec. 301, 303, 309, 311, 403, 406 407, 610, 612 of FS Act of 1980, as amended, 3 FAM 8200	FS Act of 1980, Sec. 301, 309, 311, 403, 407. 3 FAM 8200	3 FAM 7200
Who (a) authorizes? (b) classifies?	(a) Bureau (b) Bureau (up to FP-5) HR/OE/HRM for FP-4 and higher	(a) Bureau (b) Bureau (up to FP-5) HR/OE/HRM for FP-4 and higher	(a) Post HR (b) Post HR, unless appealed to HR/OE/HRM
Security Clearance Requirements	Yes. 12 FAM 230	3 FAM, Appendix 8200 (previous 3 FAM 123) provides guidelines but leaves position sensitivity to post discretion	Sensitivity to post discretion
Requirements (a) Citizenship (b) age (c) other	(a) US Citizen (b) Spouse/Unmarried child 18 years or older (c) on travel orders of USG career employee (d) residing at post with sponsor	(a) US Citizen (b) Spouse/Unmarried child 18 years or older (c) on travel orders of USG career employee (d) residing at post with sponsor	Non U.S. citizens EFM's U.S. Citizen with FS or CS annuity Members of Household
FTE Impact	Included against Bureau and post FTE ceiling	Included against bureau and post FTE ceiling	No impact
Salary Schedule/Rates/Tax Status	FS schedules (regular and extended) TAX: Entire salary, post differential, and danger pay taxable	FS schedules (regular and extended) TAX: Entire salary, post differential, and danger pay taxable	Either U.S. or Local Compensation Plan (LCP) TAX: Either U.S. or local tax laws apply
Leave Benefits	U.S. annual & sick	No annual or sick leave for intermittent work schedules	U.S.: Administrative adoption of Title 5 LCP: Local leave plan following local laws and practice
Health Benefits and Insurance	Yes. FEHB eligibility.	No	U.S.: None LCP: LCP Plan
Life Insurance	Yes. FEGLI eligibility.	No	U.S.: None LCP: LCP Plan
Retirement	Yes. (CSR and FERS if previously eligible).	No retirement (FICA contributions are required)	U.S.: None LCP: LCP Plan
Post Allowance Eligibility	Eligible only if on full time appointment and post-specific exception has been authorized by DG.	Eligible only if on full time appointment and post-specific exception has been authorized by DG.	No
Post Differential Eligibility	None	None	None
Danger Pay Eligibility	Eligible (Bureau authorizes). Danger pay is taxable	Eligible (Bureau authorizes). Danger pay is taxable	Yes: For Ordinarily Residents paid from LCP, Unique Conditions of Work Allowance as authorized by HR/OE
Premium Pay Eligibility	Yes. See 3 FAM Sec. 230 for specifics	Yes. See 3 FAM Sec. 230 for specifics	Yes
Social Security Disability Benefits	Eligible	Eligible	U.S. Eligible LCP: LCP Plan
Federal Service Credit for Leave, RIF & Retirement	Yes	It depends	No
Non-Competitive Executive Order Service Credit	Yes (5 CFR 315.608)	Yes, if EFM (5 CFR 315.608)	No
Incentive Awards Eligibility	Yes	Yes	Yes
Worker's Compensation Benefits	Yes	Yes	Yes