



## **HUMAN RESOURCES DEPLOYMENT INFORMATION – DANGER PAY**

Civilian employees serving at, or assigned to, foreign areas designated for danger pay by the secretary of state, will receive a Danger Pay Allowance (DPA). This is designated when civil insurrection, civil war, terrorism, or wartime conditions threaten physical harm or imminent danger to the health or well-being of the employee. It will be a percentage of the employee's basic compensation and may not exceed 35 percent of basic pay, as determined by the secretary of state. This allowance is in addition to any FPD prescribed for the area. Danger pay begins for employees already in the area on the date of the area's designation for danger pay. For employees assigned or detailed to the area, it begins upon arrival to the area. For employees returning to the deployment site after a temporary absence, it begins on the date of RETURN. Danger pay will terminate with the close of business on the date the secretary removes this designation for the area, or on the day the employee leaves the deployment for any reason for an area not designated in this manner.

Danger pay is not part of the basic compensation for computation of within grade step increases or overtime. It is subject to federal income tax, social security/Medicare, state, city, and local tax deductions.