

CEW DCS Employment Stage FAQs

1. What if I require any kind of medical care while in theater?

Civilians requiring treatment while deployed are eligible for medical evacuation and healthcare treatment and services in Military Treatment Facilities (MTF). Such treatment will be at the same level and scope as provided to military members and will be at no cost to the employee

Civilians may be entitled to medical and disability benefits under the Federal Employees' Compensation Act (FECA). If not covered by the FECA, civilian medical coverage is subject to provisions of the health insurance provider.

Illnesses/diseases (heart attack, stroke, cancer, skin disease, psychiatric illness, etc.) require persuasive medical rationale that the claimed medical condition was caused by employment factors. Simply being at work or in a theater of operations when a medical condition arises does not constitute a factor of employment (e.g. having a heart attack while sitting at a computer in an air conditioned office building would not be covered by the FECA – unless some factor of employment that precipitated the heart attack occurred).

Upon return from theater, DoD civilian employees who were treated in theater continue to be eligible for treatment in an MTF until their condition is stabilized or they choose to be treated at a civilian medical facility, if they have filed a claim for FECA benefits and it has been accepted by the Office of Workers' Compensation Program (OWCP).

DoD civilian employees are also eligible for treatment in an MTF or a civilian medical facility if a medical condition (caused by employment factors while deployed) surfaces after they return from deployment. Medical costs are paid by OWCP if the claim for FECA benefits is approved by OWCP.

2. What is CIVTRACKS? How do I get an ID and password?

CIVTRACKS is a system for tracking Department of Army (DA) Civilian movements while deployed. All deployed DA Civilians must update CIVTRACKS throughout their deployment. To enter data, access CIVTRACKS through the website. If you are a CAC holder, you will be prompted to enter your CAC PIN; otherwise a password and user ID is required and will be provided to you by CIVTRACKS personnel after you submit your request. The CIVTRACKS website is linked here: [CIVTRACKS](#).

3. How do I calculate overtime when traveling into theater?

Overtime is not accrued when traveling into theater. Travel compensation time is earned when traveling into theater for deployment and returning on reintegration. For additional information see the Office of Personnel Management's Compensatory Time Off for Travel guidance at [OPM Time Off for Travel](#).

4. How long is travel compensation time earned during deployment travel and reintegration travel valid (last on the book)?

CEW DCS Employment Stage FAQs

After earning compensatory time off, the employee must use their accrued compensatory time off for travel by the end of the 26th pay period after the pay period in which it was credited or the employee must forfeit the comp time except under certain circumstances.

5. *What kinds of premium pay will I earn?*

Premium pay includes overtime, post or night differential, Sunday and holiday premium pay governed by 5 CFR 550. Your job and mission requirements will dictate whether or not you will be expected to work overtime, Sunday, or holiday hours and therefore will dictate whether or not you will earn premium pay.

6. *What other types of pay benefits will I receive?*

Danger Pay: Determined by the State Department; begins on the day of arrival in country; currently 35% for Afghanistan and none for Kuwait; rates may vary depending upon duty location.

Post differential: Determined by the State Department; TDY retroactive to the first day after serving 42 consecutive days OCONUS (Kuwait, Iraq and Afghanistan; for other locations see the State Department website); TCS begins on date of arrival in country; currently 35% for Afghanistan.

Hazardous Duty Pay: Hazardous Duty is applicable only when an employee is working on a site which has been identified by the Command's safety office as meeting the regulatory standards.

You may also be eligible for a recruitment or relocation incentive. This will be dictated by your hiring agency and you should contact your servicing Human Resources Specialist for more details.

7. *What is the Annual Pay Limitation?*

Annual Pay Limitation is the limit on pay a federal employee can earn in a given calendar year. The annual limitation for 2011 was \$230,700.00. This limitation **ONLY** applies to the amount of base pay, plus locality pay and premium pay. Premium pay includes: the dollar value of compensatory time, overtime, Sunday and holiday pay. The calendar amount cannot be waived; it is a statutory limitation. If your payments in a calendar year exceed this amount, you are indebted to the federal government and will receive a debt letter, as you would with any other overpayment.

8. *Is my pay excluded from being taxed?*

All salary earned by Department of the Army (DA) Civilians during a deployment is subject to income tax (unlike military personnel). There have been several attempts to have legislation passed on this matter, but none have been successful.

9. *How many R&R trips will I be authorized?*

Employees in Afghanistan who serve 6 or more months but fewer than 12 months are eligible for 1 R&R trip. Employees who sign up for 12 consecutive months are eligible for 3 R&R trips within the 12 month service period. Employees must serve a minimum of 60 days in country to be eligible. Employees

CEW DCS Employment Stage FAQs

outside of Afghanistan must be on orders for 12 months to be eligible for 1 R&R within the 12-month service period. See the ARCENT R&R policy found on the CEW main page for more detailed information.

10. What is Home Leave?

Home Leave is leave earned independently of your annual leave. Home Leave is earned at the rate of 15 days per year. If you are on a TCS assignment, you will automatically earn Home Leave. If you are on a TDY assignment, you must be on a 1 year tour to earn Home Leave. You must have served 24 consecutive months in a foreign location or served 12 consecutive months in Afghanistan since 15 June 2006 to be eligible to use Home Leave. Home leave must be used on US soil and you must be returning to an overseas location.

11. How is leave accrued while deployed?

Annual leave is accrued at the normal rate with a ceiling for TDY and TCS assignments of 360 hours for the calendar year.

12. How long are deployments?

This depends on mission requirements and the hiring organization. Typically, no deployment is scheduled to be fewer than 30 days or exceed 13 months. The job announcement should provide more detailed information regarding the length of your deployment.

13. What can I bring with me on deployment?

This varies depending on the specific location to which you will be deploying and your specific mission requirements and expectations. You will likely be allowed to bring some personal items, but you should contact your servicing Human Resources Specialist, hiring official, or supervisor for more details.

14. Will I be able to call or email home while deployed?

The availability of these types of amenities will be dictated by your location and mission requirements. Many forward deployed locations have these amenities available through the Morale, Welfare, and Recreation (MWR) services, but you should contact your servicing Human Resources Specialist, hiring official, or theater sponsor/supervisor for more specific information.

*****See [CEW Frequently Asked Questions](#) and other [DCS Stage pages](#) for additional questions/answers and other information.*****