

Funding and OCO Reimbursements

The deployee's base pay and base benefits are paid from the baseline funding which you have already budgeted. As provided in the attachment dated 4 June 2009, incremental costs for civilians deploying to Iraq and Afghanistan are an appropriate Overseas Contingency Operation (OCO) expense, including such expenses as premium pays, incremental pay, transportation, training, equipment, Rest and Recuperation (R&R), medical screening, and other related deployment requirements. Further, OCO funds may be used for temporary backfills to assist you in covering your organizational requirements while your employee is deployed.

Costs are contingent on a number of items. The actual CONUS pay level of the employee and the number of hours of overtime actually worked during the 12 month period OCONUS are paramount factors. The following is provided to assist with estimating reimbursable expenses:

Danger Pay: 35 percent of the employee's base pay;

Post Differential: 35 percent of the employee's base pay. The link,

http://aoprals.state.gov/Web920/location_action.asp?MenuHide=1&CountryCode=1149, provides current allowance rates;

Night Shift differential: 14 hours per week for night differential;

Sunday Pay: 8 hours per week computed as 25 percent of the adjusted rate of pay;

Overtime: 44 hours per week overtime;

Incidentals: \$3.50/day for 376 days = \$1,316;

Commercial Air transportation for:

Residence to Indianapolis International Airport;

Indianapolis International Airport to Kuwait;

Kuwait to Indianapolis International Airport;

Indianapolis International Airport to Residence; and

Commercial flights from and to Kuwait for up to three R&Rs

Medical Screening Costs, if applicable;

Backfill costs, if applicable.

In total, you may wish to use as a rough estimate 140% ABOVE stateside costs.

Overseas Contingency Operations (OCO) funds are dispersed to the military components and are then redistributed down into commands. They do not reach all organizational levels. They must be accessed by request. Your local budget/accounting representative is required to request them and must estimate costs.