



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

CPM 2024-27  
December 26, 2024

**Memorandum for Heads of Executive Departments and Agencies**

**From:** Robert H. Shriver, III  
Acting Director

**Subject:** **Locality Pay for Domestic Employees Teleworking Overseas**

Section 9717 of the James M. Inhofe National Defense Authorization Act for Fiscal Year 2023 (Public Law 117-263, December 23, 2022) authorizes certain employees working overseas under a Domestic Employees Teleworking Overseas (DETO) agreement to receive a special locality payment calculated as the lesser of (1) the amount of locality pay the employee would have been paid under 5 U.S.C. 5304 or 5304a if the employee's official duty station had not been changed to an overseas location under the applicable DETO agreement or (2) the amount of overseas locality pay the employee would be paid if the employee were an eligible member of the Foreign Service (which, under current law, is two-thirds of the locality pay authorized for a duty station within the District of Columbia). Section 1113 of the Supplemental Appropriations Act, 2009 (Public Law 111-31) authorizes overseas locality pay for the Foreign Service, which is limited by subsequent law and extended through December 31, 2034, by section 7812(b) of the National Defense Authorization Act for Fiscal Year 2025 (December 23, 2024).

We have updated the fact sheet on [Domestic Employees Teleworking Overseas \(DETO\) - Locality Pay](#) to include 2025 DETO locality rates.

**Questions**

Agency headquarters-level human resources offices may contact OPM at [paypolicy@opm.gov](mailto:paypolicy@opm.gov). Employees should contact their agency human resources offices for assistance.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs