



Danger Pay

July 6, 2023

Fiscal Year 2023 Report to Congress



**Homeland
Security**

U.S. Immigration and Customs Enforcement

Message from the Deputy Director and Senior Official Performing the Duties of the Director

July 6, 2023

I am pleased to present the following report, “Danger Pay,” prepared by U.S. Immigration and Customs Enforcement (ICE).

This report was compiled pursuant to the Joint Explanatory Statement accompanying Fiscal Year 2023 Department of Homeland Security Appropriations Act (P.L. 117-328).



Pursuant to congressional guidelines, this report is being provided to the following Members of Congress:

The Honorable David Joyce
Chairman, House Appropriations Subcommittee on Homeland Security

The Honorable Henry Cuellar
Ranking Member, House Appropriations Subcommittee on Homeland Security

The Honorable Chris Murphy
Chair, Senate Appropriations Subcommittee on Homeland Security

The Honorable Katie Britt
Ranking Member, Senate Appropriations Subcommittee on Homeland Security

Inquiries related to this report may be directed to the ICE Office of Congressional Relations at (202) 732-3000.

Sincerely,

A handwritten signature in blue ink, appearing to read 'P. Lechleitner', with a stylized flourish at the end.

Patrick J. Lechleitner
Deputy Director and
Senior Official Performing the Duties of the Director
U.S. Immigration and Customs Enforcement



Danger Pay

Table of Contents

I.	Legislative Requirement	1
II.	Background	2
III.	Report.....	3
IV.	Conclusion	5
	Appendix: Abbreviations	6

I. Legislative Requirement

This report was compiled pursuant to direction in the Joint Explanatory Statement accompanying the Fiscal Year 2023 Department of Homeland Security Appropriations Act (P.L. 117-328), which states:

Danger Pay.—Within 60 days of the date of enactment of this Act, ICE shall provide a report to the Committees that details the location of all ICE federal employees serving abroad who currently do not receive danger pay in locations where other federal employees receive such pay. The report shall also include a projected estimate of the cost to provide danger pay to such employees.

II. Background

The danger pay allowance¹ provides additional compensation for employees serving at designated danger pay posts. It is paid as a percentage of basic compensation in 15, 25, and 35 percent increments. In addition to being paid to permanently assigned personnel, danger pay may be paid to employees on temporary duty or detail to the post.

Danger pay locations are designated by the Secretary of State; however, the Drug Enforcement Administration (DEA), the Federal Bureau of Investigation (FBI), and the U.S. Marshals Service (USMS) have authority to designate additional locations for their employees to receive danger pay.

Danger pay allowances may impact other allowances and differentials authorized under the Department of State Standardized Regulations (DSSR).

U.S. Immigration and Customs Enforcement (ICE) currently can provide danger pay to employees only in locations designated by the Secretary of State. In addition to those locations designated by the Secretary of State, danger pay is authorized for DEA employees in 33 locations, for FBI employees in 45 locations, and for USMS employees in 4 locations. The authorized post differential for these locations is revised by the removal of credit for political violence for those employees receiving danger pay.

While these agencies have authority to pay danger pay in specified locations, ICE does not know to what extent employees of these agencies receive danger pay.

¹ See Department of State information on danger pay at:
https://aoprals.state.gov/content.asp?content_id=205&menu_id=75.

III. Report

A. Methodology and Findings

ICE reviewed the locations of ICE federal employees with duty stations abroad as of December 31, 2022 (Pay Period 26 of 2022). Using information from DSSR, ICE identified the locations currently approved for danger pay, including the additional locations approved by the DEA, FBI, and USMS under their own authority.

ICE had 237 employees stationed in other countries as of December 31, 2022 (Pay Period 26 of 2022). Of these, 67 employees were in locations listed as eligible for danger pay in other agencies but where ICE does not provide danger pay.

With respect to the 67 employees identified, the following table shows locations and the danger pay percentages authorized by DEA, FBI, or USMS based on DSSR Danger Pay Allowances and applicable footnotes:²

City	Country	Agency	Percent Danger Pay
Brasilia	Brazil	DEA	10%
Bogota	Columbia	DEA, FBI, USMS	15% / 15% / 15%
Cartagena	Columbia	DEA, FBI	15% / 15%
Quito	Ecuador	DEA, FBI	10% / 15%
San Salvador	El Salvador	DEA, FBI	15% / 10%
Guatemala City	Guatemala	DEA, FBI	15% / 10%
Tegucigalpa	Honduras	DEA, FBI	15% / 10%
Ciudad Juarez	Mexico	DEA, FBI	15% / 15%
Guadalajara	Mexico	DEA, FBI, USMS	15% / 15% / 15%
Hermosillo	Mexico	DEA, FBI	15% / 15%
Matamoros	Mexico	DEA, FBI	15% / 15%
Mexico City	Mexico	DEA, FBI, USMS	15% / 15% / 15%
Monterrey	Mexico	DEA, FBI, USMS	15% / 15% / 15%
Tijuana	Mexico	DEA, FBI	15% / 15%
Managua	Nicaragua	DEA	15%
Lima	Peru	DEA	15%
Riyadh	Saudi Arabia	FBI	10%

² https://aoprals.state.gov/content/Documents/Web920/footnote_p.asp?menu_id=95

The current projected 1-year cost to provide danger pay to the 67 employees is \$1.1 million. The projected cost is based on the number of identified ICE employees, their locations and salaries as of December 31, 2022, and danger pay percentages of 10 percent or 15 percent by location. The actual cost will be impacted by changes in the locations, danger pay percentage of pay, numbers of employees in specific locations, and increases in individual employee pay. Since danger pay is available to both employees assigned to overseas duty stations and those who are detailed or travel to the locations for official duties, the number of employees who may be covered, applicable locations, and related costs will vary.

IV. Conclusion

As of December 31, 2022, 67 ICE employees were serving abroad and did not receive danger pay in locations where other federal agencies have authority to provide danger pay to their employees. There are numerous posts around the world not designated as danger pay posts by the Department of State where the DEA, USMS, and FBI have personnel who have been authorized danger pay. This results in a lack of parity for ICE employees who are assigned to these posts and do not receive danger pay but perform similar job functions and are exposed to the same dangers and threats that DEA, USMS, and FBI personnel face daily.

Authority and funding for ICE to approve additional locations to receive danger pay would remove the danger pay disparity between ICE employees and other federal employees when stationed abroad. It would also help address recruitment and retention challenges with respect to dangerous posts.

Appendix: Abbreviations

Abbreviation	Definition
DEA	Drug Enforcement Administration
DSSR	Department of State Standardized Regulations
FBI	Federal Bureau of Investigation
ICE	U.S. Immigration and Customs Enforcement
USMS	U.S. Marshals Services