

Employee Name: _____
Date Arrived Guam: _____

SSAN: _____

**COST OF LIVING ALLOWANCE (COLA)/
NONFOREIGN AREA DIFFERENTIAL (NFAD)**

GS employees who are serving transportation agreements (normally referred to as stateside hires) are authorized to receive a Cost of Living Allowance (COLA) and Nonforeign Post Differential (NFPD). 5 CFR 591.210(C) states that an employee who is eligible to receive both an allowance and differential will receive the full amount of the allowance plus so much of the differential as will not cause the combined total to exceed 25% of the employee's basic rate of pay. COLA is nontaxable income and NFAD is taxable. FWS employees are not eligible to receive the allowance or the differential. Allowances or differentials are subject to change without notice.

If employee already has commissary/exchange privileges (military retirees or military spouse), employee may elect the full 25% COLA, with no NFAD. If employee does not have commissary/exchange privileges and want these privileges, employee may elect 22.5% COLA and 2.5% NFAD for a total of 25%.

**EMPLOYEE ELECTION
(Check one)**

_____ I already have unlimited access to military commissary and exchange facilities and elect to receive the full COLA of 25%.

_____ I want the privilege of unlimited access to military commissary and exchange facilities and elect to receive 22.5% COLA and 2.5% NFAD.

Signature of Employee

Date