

Domestic Employees Teleworking Overseas (DETO) Program FAQs

The U.S. Department of Transportation (DOT) offers the [Domestic Employees Teleworking Overseas \(DETO\)](#) Program to our employees. This program allows DOT employees assigned to domestic positions the opportunity to telework from overseas locations for a limited period. Specifically, when their U.S. military- or foreign-service spouse is ordered to work on an overseas assignment, they can participate in DETO. The DOT established the DETO Program in alignment with the United States Congress and the Administration's efforts to eliminate employment barriers and enhance employment opportunities for military and civilian families serving our nation overseas.

Frequently Asked Questions about the DOT DETO Program

Who is a DETO?

A U.S. Government Executive Branch employee assigned to a domestic position, teleworking from an overseas location for a limited period of time, under a DETO arrangement.

What is a DETO arrangement?

A limited-duration workplace flexibility option that DOT may consider allowing employees who are assigned to domestic positions to temporarily accomplish the duties of their position from a foreign country.

What type(s) of DETOs are allowed at DOT?

Only sponsored DETOs are allowed at DOT. A sponsored DETO is a DOT employee who is the spouse or domestic partner of a sponsoring employee assigned overseas and is on the U.S. Government orders of that sponsoring employee. Independent DETO arrangements, in which a DOT employee is NOT included on orders of a U.S. Government employee, are not permitted at DOT.

Who is a sponsoring employee?

Either 1) a Foreign Service or Civil Service employee who is or will be assigned (not on temporary duty travel (TDY)) to a U.S. mission abroad under COM authority or an office of the American Institute in Taiwan, or 2) a Department of Defense (DoD) employee or uniformed service member who is or will be assigned (not TDY) to a military base or U.S. mission abroad.

Is participating in the DETO Program an employee entitlement?

No. Employees are not entitled to participate in the DETO Program.

Which employees are eligible to participate?

Employee eligibility must include the following. (DOT sub-Agencies and/or bargaining unit might have additional eligibility requirements)

- Be a full or part-time Civil Service employee on career or career-conditional appointment;
- Have been in a DOT role for one or more years;
- Have a performance rating of record of at least fully successful, or the equivalent, with no documented need to improve performance;
- Have demonstrated dependability and the ability to work independently;
- Have the ability to prioritize work effectively and utilize good time-management skills; and
- Comply with Federal Government and agency standards of conduct.

Can employees be prohibited from participating in the DETO Program?

Yes. Employees are prohibited from participating in the DETO Program based on the following. (DOT sub-Agencies and/or bargaining unit might have additional employee ineligibility standards)

- Members of the Senior Executive Service (SES);
- Political Appointees and personnel on Schedule C Appointments;
- Employees disciplined for specified misconduct stated in 5 U.S.C. 6502(a)(2).
- Employees who handle secure materials inappropriate for telework or whose work requires on-site activity (5 U.S.C. 6502(b)(4)).
- Employees whose duties include reporting on or playing any substantive role in the policy or administrative issues pertaining to the country from which the DETO would telework.

Are all positions eligible for the DETO Program?

No. Position eligibility generally includes the following characteristics. Note, both the employee and the job position must meet eligibility requirements. (DOT sub-Agencies and/or bargaining unit might have additional eligibility requirements)

- Work activities are portable and are not dependent on the employee being at the traditional worksite.

- Work activities are conducive to remote supervisory oversight because of clear and measurable performance standards and results.
- Adequate technology for off-site work is available.
- Necessary interaction with co-workers, subordinates, superiors, and customers can be maintained electronically or by telephone without adversely affecting customer service or unit productivity.

What positions could be deemed ineligible for the DETO Program?

- Positions that require the employee to have in-person contact with co-workers, supervisory officials, customers, or the public to be effective.
- Positions in which operational demands require the employee's physical presence at specific work locations on a regular, recurring basis.
- Positions that require routine access to classified information.
- Supervisory or managerial positions.

Can working as a DETO affect an employee's pay?

Yes. DETOs are subject to [special locality pay provisions](#).