

## STATEMENT OF LIVING AND WORKING CONDITIONS FOR LIMA, PERU

In accordance with SECNAVINST 5300.39 of 22 November 2011, this information, current as of August 2018, shall be used as a guide for information to be provided to all prospective civilian employees undergoing overseas processing for U.S. Naval Medical Research Unit. No. 6 (NAMRU-6), Lima, Peru, so that they make informed decisions concerning their acceptance of overseas employment. In addition to this document, you are encouraged to read all information on Peru contained at <https://pe.usembassy.gov>.

Much of the information below has been extracted or obtained from various websites on Peru, as well as from the American Embassy Lima Human Resources Office, Department of State Standardized Regulations (DSSR) and the Bureau of Medicine and Surgery (BUMED) Human Resources Office (HRO).

### HISTORY OF U.S. RELATIONS WITH PERU

The United States Government has maintained diplomatic relations with Peru since 1826, though it was not until 1920 when the U.S. Congress raised its representation to Embassy level.

The current U.S. Embassy, inaugurated in 1995, is located in a suburb of Lima called Santiago de Surco. The 80,000 m<sup>2</sup> compound consists of the five-story chancery building, a three-story annex and several ancillary buildings. There are also two tennis courts, a basketball/volleyball court, a sand volleyball court, a soccer field surrounded by a jogging track and a children's playground.

### NAMRU-6, LIMA, PERU MISSION AND ORGANIZATION

NAMRU-6's Mission Statement: Conduct biomedical research in the field of infectious diseases and global health that is responsive to U.S. Navy requirements and delivers lifesaving products including knowledge, technology, and medical material that sustain the effectiveness of the uniformed service members through respectful cooperation with our collaborators. Read more at <http://www.med.navy.mil/sites/NAMRU6/Pages/namru6.htm> and explore the history of the NAMRU-6.

### INSTALLATION FACILITIES AND SERVICES

#### COMMISSARY

If you are serving in Peru with a valid Transportation Agreement, you will be eligible to use the commissary. **If your actual residence/home of record is Peru, you will not be eligible for a Transportation Agreement, commissary privileges or housing in Peru.**

The Embassy of United States in Peru has a well-stocked commissary, including a frozen foods section. It is operated by American Employees Community Association. There is an annual membership fee of \$25 for singles and \$50 for families. Closer to your arrival date you will receive an email from the commissary providing you with more information. Included will also be a list of food items available as part of a 'welcome' grocery package. If you choose to make use of this service, the groceries you have chosen will be waiting at your home when you arrive,

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usually thanks to your social sponsor, and you can pay for them later at the commissary. If the commissary does not hear from you, they may go ahead and provide you with a basic package, all or part of which you can return unopened at no cost.

### **EXCHANGE**

An exchange is not available in Peru.

### **MORALE, WELFARE AND RECREATION (MWR) ACTIVITIES**

The commissary also operates a small but well-equipped gym available to all mission personnel for a reasonable monthly fee. NAMRU-6 maintains a small but well-equipped gym for NAMRU-6 employees on site. The gym is supported through NAMRU-6 MWR funds.

### **COMMUNITY LIAISON OFFICE (CLO)**

The Community Liaison Office (CLO) is a source of information and an advocate for the needs of mission families. We are the “human touch” for the many families that we serve. There are eight areas of responsibility for the Community Liaison Office. These are Orientation and Welcoming, Liaison with the Mission and Community, Program Management, Information and Resource Management, Guidance and Referral, Security Liaison, Education and Family Member Employment.

### **CHILDREN/YOUTH/TEENS**

Information regarding availability of day care centers and pertinent information regarding availability of recreational facilities for teens can be obtained through Community Liaison Office at [clolima@state.gov](mailto:clolima@state.gov).

### **EDUCATION/SCHOOLS**

Extensive Non-DOD Schools information can be found at [https://content.dodea.edu/teach\\_learn/partnership/ndsp/ndsp\\_orientation/10/index.html](https://content.dodea.edu/teach_learn/partnership/ndsp/ndsp_orientation/10/index.html). This 20-page guide should answer many of your questions. Additionally, you may visit [www.dodea.edu/nonDoD/index.cfm](http://www.dodea.edu/nonDoD/index.cfm).

For families with young children, local half-day preschools called *nidos* are generally of good quality and are reasonably priced. CLO maintains information on the *nidos* frequented by embassy personnel.

The Franklin D. Roosevelt School, more commonly known as Colegio Roosevelt, is the designated American school where the majority of school-aged embassy children attend. Roosevelt follows the International Baccalaureate (IB) program. If you are not familiar with this system, we recommend you do some research so that you know what to expect, as it does differ quite a bit from the standard U.S. public school methodology. ([www.ibo.org](http://www.ibo.org) is a good place to start.) There are also several schools in Lima that offer bilingual education, among them Colegio

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Newton, Colegio Markham, and San Silvestre. There is also a French and a German school. Of these, only Roosevelt follows the North American school year (August-June).

While there are quite a few good schooling options in Lima, be aware that spaces are very limited in Lima's private schools and waitlists for kindergarten and the lower elementary grades can be long. Some schools will not even let you apply until you are in country. While Roosevelt cannot guarantee a spot for U.S. Mission children, historically they have made space for them there if at all possible and assuming children meet the school entrance requirements. For more detailed information on the various schools, please contact CLO.

### SPECIAL NEEDS CHILDREN

Most schools have limited resources for students with mild to moderate special needs. However, Tangram Centro Psicopedagógico Bilingüe offers psychological and intervention programs and learning assessments in English and Spanish in the following areas: psychology, speech therapy, academic special needs, occupational therapy, and physical therapy. Tangram is the only English-speaking school option in Lima for these therapies.

Please note: if you apply to multiple schools due to waitlist issues, the U.S. Mission will only cover the associated fees for the school where your child(ren) are enrolled and you will be responsible for the remaining costs. Application fees, which are non-refundable, could easily run over a thousand dollars.

***Do not pack school records in Household Goods (HHG) or Unaccompanied Air Baggage (UAB), known as your express shipment. Hand carry these, along with other important documents, as you travel.***

### GEOGRAPHY AND CLIMATE

The western coast of Peru, where Lima is located, is arid. Not a scorching, can't-find-a-drop-of-water desert, but a desert nonetheless. (That said, in the areas of the city where you will be living and working, a good irrigation system supports a plethora of green parks and trees and flowers.) The cold ocean current from the south, the Humboldt Current, flows just off the coast of Peru. It cools the marine air passing over it so that by the time the air gets to the coast it does not contain enough moisture to rain. If fear of thunderstorms is one of your issues, you may rest easy knowing that Lima does not have them. There is, however, plenty of moisture left in the air to produce months' worth of fog, which makes for many cold, damp days. Mold is a problem, especially in the housing closer to the coast but also to a certain degree in the housing farther inland. And though the temperatures are mild year-round, Lima is gray most of the year which tends to wear on people. The sun is usually out, and blazing strong, during summer months January-March.

### TROPICAL DISTURBANCES/TYPHOONS

**Experiencing tropical disturbances in Lima, Peru is low. However, seismic activity is expected. Peru is located in the "Ring of Fire."** Peru has been classified by the USGS as high

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for seismic hazard – on a scale of 1 to 4, with 1 being the lowest hazard and 4 being highest hazard – Peru is a 4. Although the probability of a major earthquake actually occurring while you are at Post is small, the destruction and disruption of services caused by a major earthquake makes it important to plan for an earthquake ahead of time.

### **PASSPORT AND VISA REQUIREMENTS FOR EMPLOYEES AND ELIGIBLE FAMILY MEMBERS**

Per the DOD Foreign Clearance Guide, an official no-fee passport and visa is required for the employee and eligible family members.

For more information, consult with your nearest passport agent located at the stateside servicing Personnel Support Detachment or similar military personnel office. That office will guide you with answering questions about the required forms for passports and visas. In addition, you may seek guidance from your BUMED HRO HR Specialist.

Please note family members are expected to arrive no earlier than the sponsoring employee unless approved in writing by the U.S. Embassy's Management Counselor. Once approved, you should be aware that the Peruvian Ministry of Foreign Affairs will not accredit eligible family members until the employee has arrived to Post. Please keep the BUMED HRO HR Specialist apprised of your travel plans and provide a copy of your final flight itinerary for yourself and family members to the BUMED HRO HR Specialist. This is one of the official documents used to start your overseas allowances, along with a completed Standard Form 1190.

### **PERU CUSTOMS REGULATIONS**

Travelers are allowed to carry the following items into the country duty-free for personal use:

1. Personal effects (including jewelry), one laptop, one camera and film/memory card, one electric razor, one cigarette lighter, 25 cigars, 20 packs of cigarettes, and half a pound of tobacco.
2. Travelers must have any unconsumed duty-free imports in their possession when they depart.
3. Peruvian customs regulations require that many electronic items or items for commercial use be declared upon entering the country. Failure to make a full and accurate declaration can lead to arrest and incarceration or significant fines. Undeclared items, including personal laptop computers, may be seized and held.
4. Vendors in some regional cities and airports sell live animals and birds, as well as handicrafts made from insects, feathers, or other natural products. Under Peruvian law, it is illegal to remove certain flora and fauna items from their place of origin to another part of Peru or to export them to a foreign country. Travelers have been detained and arrested by the Ecology Police in Lima for carrying such items.
5. The government of Peru prohibits the exportation of archaeological artifacts, colonial art and some natural artifacts such as fossils. These restrictions include archaeological material from the pre-Hispanic cultures and certain ethnological materials from the colonial period of Peru, which are considered protected Peruvian cultural patrimony. U.S., law enforcement authorities can take

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action even after importation into the United States has occurred. For more information, contact the Ministerio de Cultura (Ministry of Culture – in Spanish with limited English). Travelers buying art should be aware that unscrupulous traders might try to sell them articles that cannot be exported from Peru. Peruvian customs authorities may seize such articles, and the traveler may be subject to criminal penalties.

6. Travelers who purchase reproductions of colonial or pre-colonial art should buy only from reputable dealers, and they should insist on documentation from the Peru's National Institute of Culture (INC) showing that the object is a reproduction and may be exported. Peruvian customs authorities may retain articles lacking such documentation and forward them to the INC for evaluation. If found to be reproductions, the objects eventually may be returned to the purchaser, but only after the purchaser pays all storage and shipping charges.

7. If travelers carry cash and/or financial instruments valued at more than \$10,000 USD or equivalent in another currency must declare them in the "Baggage Affidavit" and request the Customs authority the format Affidavit of Money and/or Negotiable Financial Instruments to provide the respective information. Failure to do so will subject travelers to relevant legal actions.

8. It is also prohibited to enter or leave the country carrying "bearer-issued" negotiable financial instruments or cash in excess of \$30,000 USD or the equivalent in national or foreign currency. The entry or exit of these amounts must be made through companies authorized by the Superintendent of Banking and Insurance. Failure to do so provides for the temporary withholding of the amount declared in excess of \$30,000 USD.

9. Superintendencia Nacional de Administración Tributaria (SUNAT) deals with all the tax and customs regulations. Please visit <http://www.sunat.gob.pe/index.html> to obtain the latest information on imports and exports.

## OVERSEAS ALLOWANCES, BENEFITS AND DIFFERENTIALS FOR LIMA, PERU

### LIVING QUARTERS ALLOWANCE (LQA)

You will be required to complete an LQA questionnaire so that an LQA determination can be made which will be used in determining eligibility for assignment to embassy-provided housing instead of being paid LQA for housing and utilities on the local economy. A favorable determination is required for employees to be eligible for LQA in foreign countries.

Otherwise, if government quarters are not provided, a favorable LQA determination provides eligibility for funding to an employee to help defray the annual cost of suitable, adequate living quarters for the employee and his/her family at a foreign post where government-leased or -owned housing is not provided. The LQA rates are designed to substantially cover the average employee's costs for rent, utilities, required taxes levied by the local government, and other allowable expenses. Living Quarters Allowance rates are categorized by "quarter's groups" based on the employee's grade level or rank and his/her family size and location. Additional amounts of up to 10%, 20%, or 30% above the LQA rates may be allowed for larger families. Reimbursement of expenses will not exceed the authorized annual cost of rent and utilities (Allowable expenditures only) or the maximum allowance rate set by the DSSR, **WHICHEVER IS THE LESSER AMOUNT**. DFAS will make payments to you in U.S. Dollars, using the

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authorized foreign currency rates and then converting the amount to U.S. Dollars using the DFAS biweekly exchange rate in effect during the claimed period. Please be aware that the conversion rate as well as the maximum rate, prelisted in the Department of State Standardized Regulations (DSSR), fluctuates as often as each biweekly pay period. Reconciliation is required for LQA recipients after one year of occupying and moving into a new residence. This action is required to reconcile estimated versus actual costs based upon payment receipts and bills.

### PREMIUM PAY

May be authorized depending on the duties of the position, shifts, etc.

### DANGER PAY

Not applicable to Peru.

### POST ALLOWANCE (PAL)

Commonly referred to as the “cost-of-living/COLA” allowance, it is paid to compensate in part for the higher price of many goods and services in overseas areas. This is based on a percentage of "spendable income (SI)," i.e. money you can really put your hands on to spend on goods and services. The amount varies depending on salary level and family size. Lima, Peru is authorized 20% of Spendable Income (SI). The daily rate is derived by dividing the annual amount by the number of days in a calendar year, then multiplying the daily rate by the number of days involved to obtain the biweekly amount. It is paid for all applicable days in a pay period. Post allowance is not authorized at the same time an employee is receiving TQSA. Post allowance is included in the computation of lump-sum leave payments upon separation from Federal service if separated in the foreign area. A change in exchange rates may raise or lower the Post Allowance. **Post Allowance is not taxable.** If a family member is step or foster child, a copy of the court order is required; if a family member is over 21 years of age, medical or financial documentation is required. **Employee is responsible to report changes that might have an impact on the allowable rate such as:** Reducing family size when a family member capable of self-support reaches age 21, when a child on educational travel leaves the post for a period in excess of 30 days or when the child returns to the post for a period in excess of 14 days; when leave orders are issued the grant will be terminated when travel commences or revised to the lower family size if family members remain and employee travels alone.

### POST DIFFERENTIAL

Currently, employees recruited from the U.S. receive a 15% post differential of basic salary, subject to change each biweekly pay period. This rate is set by the Department of State. Hardship differential is designed to provide additional compensation to employees for service at places in foreign areas where conditions of environment differ substantially from conditions of environment in the continental United States and warrant additional compensation as a recruitment and retention incentive. Conditions at differential posts are reviewed periodically,

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but at least biennially, to insure that the payment of hardship differential shall continue only during the continuance of conditions justifying such payment. As periodic reviews indicate changes in living conditions, rates of differential may increase or decrease.

### **SEPARATE MAINTENANCE ALLOWANCE (SMA)**

SMA is designed to help an employee who is compelled by reasons of dangerous, notably unhealthy or excessively adverse living conditions at the foreign post of assignment, or for convenience of the Government, or because of family considerations to defray the additional expense of maintaining family members at another location.

**INVOLUNTARY SMA (ISMA)** is paid after approval following arrival when family members are prohibited from residing at the foreign post. Children are eligible for Involuntary SMA until they reach 21 years of age. Claims submitted must be on an SF-1190, and a marriage certificate/same-sex domestic partner form and/or birth certificate(s) must be provided along with a signed memorandum requesting ISMA. The Office of Civilian Human Resources is the adjudication/approval authority for such allowance.

**VOLUNTARY SMA** is paid after approval when family members may go to a foreign post but opt not to for personal reasons. Children lose eligibility for voluntary SMA when they turn 18, unless they are still in secondary school (e.g., high school). Voluntary SMA will only be granted for a short term transitional situation based on school attendance of the employee's child at the time of the employee's transfer. These requests may be approved for the completion of the semester. If the child is a high-school senior, SMA will be approved for the entire school-year. In this situation, children must be under the age of 18 or incapable of self-support, unless they are attending secondary school. Attending school documentation must show anticipated graduation). Periods based on medical conditions of a family member must include complete documentation of the family member's medical condition. Copy of orders must show family member as in a delayed travel status. Claims submitted must be on a SF-1190 with supporting documentation via your BUMED HRO HR Specialist. The Office of Civilian Human Resources is the adjudication/approval authority for such allowance.

### **EDUCATIONAL TRAVEL**

This allowance permits one round trip annually between a school attended and the foreign post of assignment. This benefit is primarily intended to reunite a full-time post-secondary student attending college (including the post baccalaureate level), technical or vocational school with the employee/parent serving the U.S. Government in the foreign area. However, educational travel may be paid for a child in secondary school (grades 9 – 12).

Educational travel can commence from either the school or the post, but only one roundtrip between school and post is allowed annually. The educational travel benefit ceases once the student dependent reaches the age of 23, except for in limited cases when the child's education is delayed by military service. Requests must be submitted to the BUMED HRO.

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### HOME LEAVE

Authorized for those personnel provided a Transportation Agreement. Accrual rate is 10 days per year, with eligibility to use home leave after completing 24 months service in Peru.

### ANNUAL LEAVE

Employees are eligible to accrue a maximum of 360 hours of annual leave while in an overseas tour status. The 360 hours of accrued annual leave balance will remain on your leave records once you return to the U.S., as long as you do not go below the 360 hours.

### FUNDED ENVIRONMENTAL AND MORALE LEAVE (FEML)

US employees hired with a transportation agreement may be eligible for FEML. The information provided below is extracted from the JTR. Please note that it should be checked on a monthly basis for any updates. Click on the link below for additional information at <http://www.defensetravel.dod.mil/Docs/perdiem/JTR.pdf>

Peru is designated as a FEML Authorized Location with an Authorized Destination of Miami, FL per the Joint Travel Regulations.

### ELIGIBILITY

1. A civilian employee may be eligible for FEML if he or she is stationed at an authorized FEML PDS for 24 or more consecutive months (10 U.S.C. § 1599b and 22 U.S.C. § 4081(6)). The required 24 months can include a 12-month tour that is extended for an additional consecutive 12 months. FEML is not discretionary for travel under this paragraph when an individual meets eligibility requirements, unless otherwise prohibited in this regulation.

2. A dependent is eligible for FEML when residing with the employee serving an accompanied tour, if the employee's dependent is authorized. A student attending school away from the PDS is considered to be residing with the employee in terms of FEML eligibility. An authorized dependent may travel separately or alone, even if the employee elects not to travel.

3. FEML may be combined with other official travel or another funded-leave transportation program. However, each traveler is eligible to take only the number of trips authorized in Table below.

Receiving dual allowances or comparable allowances from another Agency is not allowed. When two eligible Service members or civilian employees reside in the same household at the FEML PDS, each is authorized only one FEML trip. Any eligible dependent or family member who qualifies for FEML under both of the Service members or civilian employees may receive only one of the allowances. Similarly, if an eligible traveler's transportation is funded by a host government in a way that is comparable to FEML, the traveler is not eligible for a FEML trip.

4. The number of FEML trips an eligible traveler may take depends on the civilian employee's tour length, as shown in Table below.

No more than two FEML trips are authorized for any overseas tour, including extensions to that tour.

5. The time frame for FEML travel is set closer to the middle of an eligible tour by limiting

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the number of months after it begins or before it ends when a traveler can use FEML. However, on a case-by-case basis, a Combatant Commander (CCDR) may waive the following three-month rule and six month rule. (Commander, U.S. Southern Command is the Geographic Combatant Commander with responsibility for Peru). FEML must be performed before the traveler completes his or her tour of duty ([CBCA 1067-TRAV, June 26, 2008](#)) and

- a. Should not be performed within three months of the beginning or end of a 12-month extension to a tour that previously was at least 24 months long but less than 36 months.
- b. Should not be performed within six months after the beginning or six months before the end of a 24- or 36-month tour of duty.

### FEML Trips Authorized by Assignment Length and Tour Extension

#### Tour Length FEML Trips Authorized

| Tour Length   | FEML Trips Authorized  |
|---|--|
| At least 24 months, but less than 36 months                     | 1  |
| Tour extended at least 12 months                                | 1 additional   |
| New tour assignment at least 24 months, but less than 36 months | 1 additional*  |
| At least 36 months  | 2  |
| Tour extended for any length of time                            | 0 additional   |
| New tour assignment at least 24 months                          | 1 additional*  |
| New tour assignment at least 36 months                          | 2 additional   |
|   | *A new tour assignment, such as a Service member's IPCOT or when a civilian employee signs a renewal agreement, starts the number of FEML trip authorizations over. When a traveler on a 12-month tour to a FEML location without a dependent extends for a consecutive second 12-month tour, the traveler is only eligible for one funded-leave transportation program: COT travel (Service member only), RAT (civilian employee only), or FEML |

### FOREIGN TRANSFER ALLOWANCE (FTA)

The purpose of the FTA is to help defray an employee's extraordinary but necessary and reasonable costs when he/she transfers to a post in a foreign area.

(1) The **MISCELLANEOUS EXPENSE PORTION** is to help cover "miscellaneous" expenses incident to a foreign assignment such as pet transportation; vehicle registration; driver's license; utility fees or deposits not offset by an eventual refund; and conversion of appliances. The flat amount for an employee without family is the lesser of either one-week's salary or \$650. For an

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employee with family it is the lesser of two weeks' salary or \$1,300. A higher rate is available by providing itemized receipts up to 1 weeks salary (without family) or 2 weeks salary (with family) not to exceed the salary of a GS-13, step 10. Refer to the DFAS Civilian Relocation Travel Voucher Guide for filing instructions.

(2) The **PREDEPARTURE SUBSISTENCE EXPENSE PORTION** is granted to assist employees with the costs of temporary lodging, meals, laundry, and dry cleaning that are incurred when an employee transfers to a foreign post from a post in the U.S. This allowance may be granted for up to 10 days before final departure from a post in the U.S., beginning not more than 30 days after the employee has vacated permanent residence quarters in the U.S. The 10 days may be taken in the proximity of the U.S. duty station (50-mile radius). Claim is submitted on SF-1190 along with a copy of your PCS orders, and if required, a travel voucher, DD 1351-2.

(3) The **LEASE PENALTY EXPENSE PORTION** is to offset a residential (not car or cell phone) lease penalty unavoidable incurred by an employee when transferring to a foreign post. The amount of reimbursement is based on the terms of the rental contract or three months' rent, whichever is less. **Requirements are:** Transfer was due solely to actions by the employing agency and to unusual conditions fully beyond employee control; and the termination of the lease and departure of the employee did not result from any specific actions by the employee to seek a curtailment of the assignment for transfer or promotion; and the employee was not negligent in promptly notifying the landlord of the intent to terminate the lease after receiving an official notice to transfer, and all reasonable steps were taken by the employee to dispose of the quarters by sublease or assignment to others, and both the employee and employing agency made reasonable efforts to avoid the full lease penalty by delaying the employee's transfer for the foreign post. Claim must be submitted on SF-1190 accompanied by former rental contract and documentation as identified under Requirements. For more information visit

### **MISCELLANEOUS EXPENSE ALLOWANCE (MEA)**

MEA is used to reimburse an employee for various costs (e.g., disconnecting/connecting appliances and utilities) associated with an authorized/approved PCS residence relocation. Advance payment of MEA is not authorized. MEA is a line item claimed on your PCS claim, provided you were given a Transportation Agreement and PCS entitlements. Speak with your BUMED HRO HR Specialist for eligibility.

### **TOUR OF DUTY**

The DOD area tour for Peru applicable to U.S. civilians is 36 months.

### **RENEWAL TOUR OF DUTY**

The renewal tour for Peru applicable to U.S. civilians is 24 months.

### **RENEWAL AGREEMENT TRAVEL (RAT)**

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Employees are eligible for RAT after completing the initial 36-month tour of duty if approved for an overseas tour extension of 24 months and they were provided with a transportation agreement. Eligibility is subject to the completion of a new transportation agreement for 24 months. Employees may travel to and from their home of record (place of actual residence at time of hire) or to an alternate destination. **(Exception: If your current actual place of residence/home of record for travel and transportation is Peru, you will NOT be eligible for Renewal Agreement Travel).** You will need to check with your BUMED HRO HR Specialist for specific conditions governing travel to alternate destinations.

### **OVERSEAS TOUR EXTENSIONS**

An overseas tour extension of more than 6 months is at management's request and is based solely on mission needs. Sometimes, short-term administrative extensions may be permitted up to 6 months to permit an employee's dependents to complete school or for medical reasons. Approximately 9-12 months prior to the expiration of your overseas tour, management will determine whether a tour extension will be offered to you. Either way, you will be asked to complete the applicable block on the form and date it, depending on the decision reached. Questions shall be directed to the BUMED HRO HR Specialist. The HR Specialist will also explain any overseas benefits you are eligible for in the event your overseas tour is extended. In addition, if you have statutory return rights to a U.S. position, the HR Specialist will coordinate with your stateside HRO for extension of your return rights up through year 5.

### **STATUTORY RETURN RIGHTS/RETURN PLACEMENT**

If you negotiated a Transportation Agreement and are reporting to Peru from another DoD agency or from another DoD Component (identified as Army, Navy, Air Force or U.S. Marine Corps) or from a Defense Agency or Defense Activity and have not returned to your stateside command more than 5 years, you will have return rights to your stateside command in the U.S. from which you were recruited for Peru. There are some exceptions: If you held a NAF position, NAF does not afford return rights; if you held a position in the Excepted Service immediately prior, you do not have return rights back to that position. Check with your HR Specialist for specifics. Otherwise, if you do not have return rights to a stateside DoD organization, you are eligible to register in DOD's Priority Placement Program (PPP) six months prior to the expiration of your overseas tour in Lima.

### **5 YEAR DOD FOREIGN AREA EMPLOYMENT LIMITATION**

Applicable per DODI 1400.25, Vol. 1230 dated 26 July 2012.

### **SERVICE AS CONSULAR AND DUTY OFFICER**

Serving under the Chief of Mission, U.S. Embassy, requires participation in consular duty officer watch standing rotation. The duty supports all U.S. Americans in Peru with after-hours

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assistance. The duty requires one week of on call support after hours. Generally, employees only serve once during their three year tour.

Post recommends that all officers *from all agencies* coming to Lima be familiar with basic Consular operations in order to serve as duty officer. If you have never taken PC530 (CONGEN) or served as a consular officer, we recommend you enroll in PC105, Orientation to Overseas Consular and Duty Officer Responsibilities.

### **AVAILABILITY OF MEDICAL AND DENTAL SERVICES**

Mission personnel experience the same illnesses as in the U.S., although gastrointestinal infections (usually from contaminated food or water) are more common in Peru. During the winter months, the cool, grey, damp weather leads to an increased number of colds, bronchitis, and allergy-and asthma-related complaints. The Embassy provides two dehumidifiers per residence, and you may wish to bring others (again note that local voltage is 220). The Health Unit recommends bringing a good supply of over-the-counter drugs with you (e.g. aspirin, Tylenol, cold medicine, Pepto Bismol, etc.). For additional Health & Medical information about Peru, please go to: [www.travax.com](http://www.travax.com) Login with the Username: statedept and password: w8ting4u@2. Click on DESTINATION INFORMATION and then PERU.

The US Embassy Health Unit provides basic medical services and referrals. The Health Unit is staffed with one US provider, one Peruvian provider and 2 nurses. Medical services are very limited. Mental Health consultation/service is available through a regional provider. Medical care in Lima is comparable to US standards. The US Embassy relies on the local economy for radiology and laboratory services as well as specialty care. The Health Unit maintains a list of providers, clinics and hospitals for medical care. Most outpatient services obtained in the local market require immediate payment for services. You will need to file for reimbursement through your insurance carrier. If hospitalized, the US Embassy will direct the local hospital to bill the Embassy for payment. The employee will receive a notice of payment that will need to be reimbursed to the Embassy. This allows the employee time to file their claim with their insurance carrier. The Embassy does not provide dental services. Dental care can be obtained in the local economy. Immediate payment for service is required. Employees can submit their receipt for reimbursement through their insurance carrier.

### **CHURCHES AND OTHER PLACES OF WORSHIP**

While Peru has diverse religious beliefs and practices, Christianity is the largest religion in Peru. For information, visit [www.limaeasy.com](http://www.limaeasy.com).

### **PUBLIC TRANSPORTATION**

For information on public transportation, visit <http://www.limaeasy.com/getting-around-lima/public-transport-in-lima>.

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### BANKING FACILITIES

The financial institutions operating in Lima are: Banco de Credito del Peru (BCP) Interbank, Scotiabank, Mibanco, HSBC Peru, Citibank Peru and BBVA.

A BBVA branch office and ATM is located at the US Embassy. A BBVA Automatic Teller Machine (ATM) is located in the NAMRU-6 building.

### MAIL SERVICE

Embassy Lima runs a [Diplomatic Post Office \(DPO\)](#) that receives mail several times weekly. You will be assigned a DPO mailbox prior to your arrival ([14 FAH-5 H-311](#)), in the following address format:

Your name  
Unit 3230 Box XXX  
DPO AA 34031-XXXX

Please contact [limadpostaff@state.gov](mailto:limadpostaff@state.gov) within 90 days of your arrival to request your mailbox number. It's important to note that DPO does not have sufficient storage space to hold mail for your arrival. If you plan to mail items prior to your arrival at post, please email [limadpostaff@state.gov](mailto:limadpostaff@state.gov) to identify an office contact who is authorized to retrieve your items from DPO. (Note, only an officer may sign for DPO packages, not local staff.)

Embassy Lima also operates an unclassified [Diplomatic Pouch](#) for personal and official mail, available to direct-hire American citizens under Chief of Mission (COM) authority working for an agency that subscribes to spell out what it stands for (ICASS) pouching services. Official diplomatic mail can be sent by agencies that subscribe to International Cooperative Administrative Support Services (ICASS) pouching services, but is restricted to U.S. Government official business only. There are different addresses for official and personal pouch mail:

For personal mail:  
Your name  
3230 Lima Place  
Dulles, VA 20189-3230

For official mail:  
Your name/section  
3230 Lima Place  
Washington, DC 20521-3230

### SECURITY CONSIDERATIONS

Peru experiences various types of crime just like any other country. Unfortunately, street crime, which includes purse snatching, pick pocketing and jewelry theft are not uncommon. Only carry with you what you need. Whenever possible keep cash and identification in your front pockets. Counterfeit U.S. currency is a serious problem in Lima. In many areas of the city, **moneychangers** change money on the street. These individuals should be avoided as they are a

## **STATEMENT OF LIVING AND WORKING CONDITIONS FOR LIMA, PERU**

conduit for counterfeit currency and in many cases, work in league with pickpockets by pointing out “well heeled” (wealthy) potential victims.

A special travel note: Taxis in Lima are not metered. Be sure to negotiate the fare with the driver before you get in a taxi. Asking for a reasonable fare is expected and appropriate.

### **PRE-PROCESSING FOR OVERSEAS POSITIONS**

As explained in your tentative job offer. You will work closely with your current Human Resources Office as well as the Bureau of Navy Medicine and Surgery Human Resources Office (BUMED HRO) for completion of pre-processing requirements. This may include coordination of credentialing and privileging for health care providers; security processing, pre-employment physicals and other pre-employment processing requirements.

### **SPONSOR PROGRAM**

You will be assigned a sponsor from NAMRU-6. Assignment to NAMRU-6 is very different than assignment on a government installation, and the command is not located within the US Embassy compound. Your sponsor will serve as the command POC to assist you with your PCS.

### **PET POLICY AND REGULATIONS**

At least two months before bringing a pet to post, pet owners should contact the C&S Unit by email at [LimaGSOShipping@state.gov](mailto:LimaGSOShipping@state.gov) to obtain importation guidance. The C&S Unit will promptly make an initial review to determine if the listed animal may be imported and inform the employee. The GOP considers only dogs and cats to be household pets; although the requirements may be lengthy and bureaucratic, importation of dogs and cats is possible. Other animals such as rabbits, snakes, and birds are not considered household pets, and it may not be possible to import such animals. The Embassy advises employees not to consider bringing animals other than a cat or dog to Post. The laws and regulations for importation of any type of animal into Peru may change from day to day, due to viruses or diseases that might develop in other countries. SENASA, equivalent to the U.S. Department of Agriculture (USDA), maintains a database on each type of animal and the importation requirements. An employee must initiate all required pet importation paperwork prior to coming to Post and follow up with all required paperwork after arrival. Please note that once a pet has been imported to Lima, it must be registered in accordance with the municipal regulations in your district. Please see MGT Notice 036-14 [Municipal Pet Dog Registration Requirements](#). In order to import a pet into Peru, SENASA requires that the owner provide a valid export certificate issued by the USDA. The link below will provide the information required to bring pets to Peru:

<https://www.aphis.usda.gov/aphis/pet-travel>

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Employees bringing pets to Post from countries other than the United States should contact the C&S Unit by email at [LimaGSOShipping@state.gov](mailto:LimaGSOShipping@state.gov) as soon as possible for an explanation of the importation requirements.

Pets can arrive as **accompanied baggage, checked luggage**, or as **cargo**. If the pet is scheduled to arrive as accompanied baggage or checked luggage, the health certificate and vaccination certificate (issued by an authorized veterinarian) will be required by SENASA authorities to inspect and approve the pet's entrance into Peru. On the day of the trip, the owner must hand carry the above-mentioned documents plus U.S. \$35.00 in cash to cover SENASA's inspection fees. Arrival can be any day of the week for pets travelling as accompanied baggage or checked luggage. C&S recommends employees importing pets request an expeditor through their sponsor to meet and assist them at the airport.

Post does not recommend shipping pets as cargo, if at all avoidable. If the pet must arrive as cargo, please contact a pet relocation company at your point of origin to handle the shipment, customs clearance, and delivery of the pet to your residence in Peru. If not, you will have to contract a Peruvian company in advance for the clearance and delivery of the pet. Customs clearance of pets entering Peru as cargo takes approximately seven hours. Post recommends pets shipped as cargo arrive Monday through Thursday to avoid weekend stays in the airport warehouse while the Peruvian Customs office is closed.

All pet owners are reminded that the overall cost of relocating a pet to Peru is high -- often more than \$1,000 per pet, depending on the size and distance travelled.

United Airlines' PetSafe program allows U.S. Military and Department of State employees to ship pets weighing less than 100 lbs. as checked luggage on their flights. Additional details are available on United's website at [www.united.com](http://www.united.com) and USDA <https://www.aphis.usda.gov/aphis/pet-travel>. Please note that air carriers flying from the United States may enforce a pet embargo due to the high temperature of air cargo holds during the summer months, usually from May 15 through September 15. Owners must check with their air carrier for specific details.

Check with your veterinarian for requirements on health certificates, as oftentimes they must be issued within 10-14 days of travel.

### HOUSEHOLD GOODS GENERAL INFORMATION

The Defense Personal Property System (DPS) is the online system you will use to manage your household goods shipment. <http://www.move.mil> explains this new process and provides access to schedule your various shipments to Peru.

Review "[It's Your Move](#)" [Armed Forces Members, Part IV, Attachment K1](#) at

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[https://www.ustranscom.mil/dtr/part-iv/dtr\\_part\\_iv\\_app\\_k\\_1.pdf](https://www.ustranscom.mil/dtr/part-iv/dtr_part_iv_app_k_1.pdf) for detailed information on weight allowances, valuable tips, household goods shipping process, storage, shipping your automobile (POV - Privately Owned Vehicle), arrival and delivery of household goods shipments, claims process, and the customer satisfaction survey.

Paperwork for tax exemption on import duties of spell out UAB, HHG, and POV cannot be processed until the employee is accredited to the Mission. The employee will not be processed for accreditation until he/she checks into the embassy. The process to clear shipments out of Customs is time-consuming. The following are general timeframes for clearance of different types of shipments:

UAB: 3 – 4 weeks after shipment arrival in Lima and employee accreditation is submitted to the Government of Peru

HHG: 4 – 5 weeks after shipment arrival in Lima and employee accreditation is submitted to the Government of Peru

POV: 6 – 7 weeks after shipment arrival in Lima and employee accreditation is approved by Government of Peru

If you have any questions as to what you can or cannot ship to Peru or other concerns about your household goods, please contact [LimaGSOShipping@state.gov](mailto:LimaGSOShipping@state.gov).

### **Household Goods (HHG) Shipment**

If you have a Transportation Agreement in conjunction with your PCS move to Peru, your entitlement to HHG shipment is from your current location/actual residence to Peru. Transportation of HHG is limited to items associated with your home and all personal effects belonging to you and your dependents on the effective date of your PCS move. Shipment may originate at your last permanent duty station, your actual residence or some other point. The destination for shipment of your HHG may be to your new permanent duty station or another point or the destination for part of the HHG may be to your new duty station and the remainder to one or more points. However, the total amount that may be paid for by the Government must not exceed the cost of transportation of your HHG in one lot from your current permanent duty station to your new duty station. You will be responsible for any additional costs related to split shipments or multiple shipments. Discuss weight restrictions imposed by DOS/embassy for Peru.

### **Unaccompanied Baggage (UAB), also known as an “Express Shipment”**

In conjunction with the shipment of your HHG to Peru, you will also be authorized a shipment of unaccompanied baggage. The unaccompanied baggage allowance is 350 lbs. net weight for each adult and dependent age 12 and older and 175lbs. net weight for each child under 12. The total

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combined weight of HHG cannot exceed 4,500lbs. Unaccompanied baggage is part of the total authorized weight allowance. HHG weight in excess of 4,500lbs are chargeable to the employee.

### STORAGE ENTITLEMENTS

#### TEMPORARY STORAGE OF HHG (STORAGE IN TRANSIT (SIT))

The initial period for temporary storage of HHG in conjunction with an authorized shipment will be for 90 days. Upon receiving a written request from you, the initial 90-day period may be extended for an additional period of up to 90 days under certain conditions to include unavailability of housing, completion of residence under construction, serious illness of employee, illness or death of a family member, or other circumstances beyond the control of the employee, following the process contained in the JTR. There is no authority, however, to extend temporary storage beyond the 180-day period. Any cost for temporary storage incurred beyond the 180-day authorization period will be your responsibility. (Reference: JTR 054307)

#### NON-TEMPORARY STORAGE (NTS) OF HHG

If you currently have household goods in NTS at Government expense, your eligibility for NTS at Government expense will continue unless your actual place of residence/home of record is Peru. In connection with your PCS move, you may also have household goods either shipped or placed in NTS at Government expense, such as at a government-procured storage facility in the vicinity of your actual residence/home of record. Note that the weight of the NTS shipment counts against and is subtracted from the 18,000 pound weight entitlement for those employees hired with a transportation agreement. (Reference: JTR 054306)

**The total weight of all HHG shipped (NTS+UAB+NTS) and stored at Government expense may not exceed 18,000 pounds. You will be financially responsible for any transportation costs exceeding the authorized weight limit. Again, the authorized HHG restricted weight allowance for Peru is 4,500 pounds.**

### ELECTRICAL APPLIANCES

Peru is on 220V 60Hz. Check with the Housing Office and your sponsor for questions specific to Embassy provided housing, as well as recommendations as to what appliances you should ship.

### CLOTHING

Peru is a warm, damp tropical island. Temperature averages between 60-70 degrees. Humidity is high but rainfall is low.

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### PRIVATELY OWNED VEHICLES (REGISTRATION REQUIREMENTS, FEES)

Peru has stringent restrictions on the importation of certain vehicles. Permanent tax-free importation of the following vehicles are not permitted:

- a) Gasoline-engine vehicles more than five years old
- b) Used diesel-engine vehicles of any age
- c) Vans with more than eight passenger capacity
- d) Pickup trucks
- e) Motorcycles

Vehicles not authorized to be imported under permanent tax-free importation, can be imported into Peru under a *temporary importation permit* with the owner's signed agreement to re-export the vehicle at the end of his/her official tour of duty. Vehicles imported temporarily **CANNOT** be sold locally. An employee who accepts these conditions must provide a promissory letter along with a copy of the Certificate of Title of the vehicle before inbound shipping arrangements can be made. Please contact the C&S Unit at [LimaGSOShipping@state.gov](mailto:LimaGSOShipping@state.gov) for a copy of the required promissory letter.

Vehicle age is calculated based on the year the vehicle was manufactured, **NOT** on the model year. To determine the age of the car, the Peruvian customs counts the manufacture year as the first year, no matter which month the car was manufactured.

Motorcycles can be imported under a *temporary importation permit* with the owner's signed agreement to re-export it at the end of his/her official tour of duty, as long as he/she will not import a POV into Peru.

Diplomats with the following ranks may import duty free one vehicle every three years: Minister Counselor, Counselor, Consul General, Consul, Vice Consul, First Secretary, Second Secretary, Third Secretary, Attaché, Assistant Attaché, and Director of International Organizations.

Administrative and technical staff may import one vehicle only during his/her entire tour, which must be imported within six (6) months after the Ministry of Foreign Affairs (MFA) accredits the employee.

All personnel bringing a vehicle to Post must provide the C&S Unit a copy of the vehicle's commercial invoice or bill of sale and a copy of the certificate of title. These documents must be in the name of the employee. Failure to comply with this requirement will cause delays in the approval process to ship the vehicle to Post.

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The following vehicle information is required by the Peruvian authorities:

- Make
- Model
- Manufacture year
- Model year
- VIN
- Engine number
- Number of cylinders
- Color
- Type of fuel
- Capacity of engine in liters or cubic centimeters

The engine number and the manufacture year of the car are required for customs clearance. In our experience, the manufacture year of a car is frequently listed on a vehicle's door. The engine number of Japanese and other foreign-made vehicles is frequently stamped on one side of the engine or is listed in a plate located on the firewall. Vehicles manufactured in the United States often do not display engine number information. If a vehicle has no identifiable engine number, the VIN will be declared as the engine number in the customs clearance documents. The owner must obtain the engine number and the manufacture year from an authorized car dealer in writing, or alternatively, send a legible photo of the information from the car door and engine. ***IT IS ABSOLUTELY CRITICAL THAT ALL VEHICLE INFORMATION BE ERROR-FREE AND 100 PERCENT ACCURATE.***

Please note that the vehicle must be shipped completely empty, and free of any spare parts, additional HHE, or other items. Remove all pilferable items before shipment to avoid theft of windshield wipers, floor mats, radios, and other items. Due to a continuing problem of "smash-and-grab" thefts of personal belongings from vehicles, the RSO recommends vehicle owners arrange for the local installation of security window film on all vehicle window glass.

Vehicles imported duty free by accredited employees can be sold locally tax-free after the vehicle has been legally in Peru for three years (calculated from the date of the SUNAT approval for the vehicle). If the employee is transferred or finishes his/her official tour before three years, he/she will need to pay the pro-rated import taxes for the remaining time to complete the three-year period to sell the vehicle locally. The MFA calculates the prorated amount by dividing the import taxes by thirty-six (36) then multiplying by the number of months remaining in the thirty-six month period.

If an employee arrives in Peru with travel authorization for two years of duty, and is accredited accordingly by the Peruvian MFA, he/she can sell the vehicle tax free at the end of his/her official tour. For this two-year exception to apply the employee's tour must end in exactly two years and the vehicle must have been imported within six months after the employee was accredited. If not, the three-year rule applies.

According to the GOP regulation if the employee sells the car in Peru, the employee and his/her spouse are required to sign the official sales contract.

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For additional information regarding the importation of POVs, please contact the C&S Unit by email at [LimaGSOShipping@state.gov](mailto:LimaGSOShipping@state.gov)

In Lima, parking spaces are small and garage doors tend to be no higher than 68 inches. Personally owned vehicles greater than 68 inches in height must not be shipped to Post without prior Post approval. Please contact the [Lima Housing Unit](#) at [LimaGSOHousing@state.gov](mailto:LimaGSOHousing@state.gov) to verify if the vehicle's height that you plan to bring to Post is acceptable for the housing assigned to you.

Due to force protection concerns in Callao, NAMRU-6 provides daily home-to-work transportation to US personnel at no charge.

### FIREARMS POLICY AND REGULATIONS

The COM will authorize the importation of firearms in Peru for official purposes only by employees whose duties mandate such possession. **Only U.S. Government owned and/or agency authorized firearms may be imported into Peru**; no personally owned weapons may be brought into the country. All requests to import firearms must be approved by the requestor's agency section head at post and then submitted through the Regional Security Officer (RSO) to the COM. Temporary duty or law enforcement or security personnel of U.S. Government agencies who are deployed to Peru must articulate a specific need to bring their agency-issued firearms to Post. It is extremely important to note that NO firearm, including air guns, may be shipped to Peru without first receiving written COM authorization, via the RSO. Merely submitting the required forms does not constitute authorization. Employees who transport firearms to Peru without first receiving government authorization risk seizure of the firearms by Peruvian authorities and USG disciplinary action.

The forms can be obtained at [Lima Regional Security Office](#). Forms may also be obtained by contacting the Regional Security Office (RSO) in Lima by e-mail at [RSOLima@state.gov](mailto:RSOLima@state.gov), or by calling +51-1-618-2469. The person requesting permission to import a firearm must submit their request to the RSO at least 30 days prior to beginning their pack-out to Lima.

No firearms should be included in any of your shipments to Peru without receiving final approval from the Chief of Mission via the RSO. The RSO will review the completed firearms license application and determine whether to forward it to the DCM and the Chief of Mission for approval. The RSO will then advise the requestor if permission for importation has been granted. Authorization by Post to import weapons does not allow the employee to carry the weapon in country. All requests to carry weapons in country must separately be submitted to the Regional Security Office and approved by the Chief of Mission.

Only official firearms will be considered for importation. Peruvian law provides that law enforcement, security, and military personnel are authorized to import 9mm handguns only. Law

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enforcement officers will carry their handguns on the aircraft in which they arrive. Any other personnel, who cannot fly armed, should contact the Regional Security Office for information on bringing their weapons into Peru. Similarly, personnel wishing to import weapons other than handguns should contact the Regional Security Office. All firearms brought into Peru must be taken out of the country upon transfer. Department of State regulations do not permit ammunition to be shipped in either air or surface freight.

Once imported into Peru, all firearms (USG official firearms) must be licensed with the Peruvian authorities. The importation/registration process through the Peruvian Government Office of SUCAMEC will be facilitated by the RSO's office.

While this information is provided to all incoming personnel and is available under the "newcomer's information" link on the home page of the Mission's intranet site at Home - Welcoming and Orientation, please be sure to highlight it if you are the office sponsor for a newcomer or are otherwise in touch with incoming personnel. For complete information on Post's firearms and rules of engagement policy, please go to the latest Security Directive on the Mission's intranet site.

### **AIR TRAVEL**

Prior to arrival at the airport for departure, be sure to check with your airline and the Transportation Security Administration to ensure you are conforming to all laws and regulations concerning firearms at airports and onboard aircraft.

### **PAY**

#### **ADVANCE PAY**

Up to three months' salary (6 pay periods) may be advanced when an employee is assigned to a foreign post. The advance must be paid back over a maximum of 26 pay periods. New Hire employees and/or employees not already serviced by the Defense Finance and Accounting Service (DFAS) can only request an advance of salary upon arrival at the duty station. To request advance pay, provide a copy of your PCS orders, completed SF 1190 to the BUMED HRO HR Specialist for further processing by DFAS.

### **PAYROLL PROCEDURES**

You will be asked to complete a Fast Start DIRECT Deposit form as part of pre-employment processing. Your command payroll POC should be contacted for any specific questions.

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### **PAY TABLE**

The GS Basic Pay Table is applicable overseas. It can be viewed at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2018/GS.pdf>.

### **ARRIVAL IN PERU AND LODGING**

Depending on the day of the week and time of your arrival, you will most likely be met and transported by your sponsor or command POC to your assigned residence. There are occasions when your residence is not immediately available for occupancy. In case housing is not immediately available upon arrival, you will be transported to a pre-arranged hotel for your first overnight stay (and possibly for the duration of your temporary lodging until you secure housing). A NAMRU-6 Travel representative will assist with identifying a US Embassy-approved hotel for your stay.

### **IN-PROCESSING**

Your BUMED HRO HR Specialist will conduct in-processing for you within first week of your arrival to the Post via conference call to review action items that you need to take care of during first 2 weeks of employment, as well as basic information on benefits. In addition, you will be guided by your sponsor to complete the US Embassy check-in process. This process includes a security briefing, country orientation, country accreditation, housing check-in, etc.

### **HOUSING**

Employees assigned to Peru are assigned to Embassy-provided housing if a favorable LQA determination is made. The Foreign Affairs Manual states that the objective of the overseas housing program is “to provide safe and secure housing that is adequate to meet the personal and professional requirements of employees at a cost most advantageous to the U.S. Government.” Adequate housing is defined as that comparable to what an employee would occupy in the Washington, DC Metropolitan Area. In other words, not a six-bedroom mansion, but not an under-sized studio either. The Ambassador is in charge of housing for all agencies and offices, and he has designated the Management Counselor as the Single Real Property Manager – that is, the one person who manages housing for everyone, from all agencies. Almost all Embassy officers in Lima live in residences rented from Peruvian landlords. Under the Management Counselor, the General Services Leasing Office negotiates with these landlords and proposes housing assignments. The Inter-Agency Housing Board, a representative group of employee peers, approves all housing assignments. The Facilities Management Office helps employees keep their residences in working order after move in. Contact embassy Housing for assistance.

### **EMPLOYMENT OPPORTUNITIES FOR DEPENDENTS**

There are limited employment opportunities in Peru on the local economy. There are a limited number of vacancies with the U.S. Mission in Lima.

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### **STANDARDS OF CONDUCT FOR LIMA, PERU**

American employees are expected to maintain a high standard of personal conduct; we are a reflection of the diplomatic Mission of the United States in Peru. Every employee of the Executive Branch of the United States Government is required to adhere to Employee Standards of Conduct which govern personal activities while on the job, and which also help to prevent any conflicts of interest or misunderstandings that might hamper effectiveness as an employee of the Mission. As a new employee, you will receive a copy of these standards. Read them over carefully as you are expected to follow all rules and regulations. The U.S. Government also has a “Code of Ethics” based on Congressional Resolution. As a new employee, you will receive a copy of this code. In addition, employees are expected to follow all Management and Security Notices issued by the US Embassy.

### **HEALTH INFORMATION FOR TRAVELERS TO PERU**

The following vaccinations are recommended for Peru and should be obtained prior to your arrival. Hepatitis A series, Hepatitis B series, Rabies series, Typhoid, and Yellow Fever. Please hand carry the following with you when traveling, and bring to the Health Unit when you come for your initial briefing:

- Health insurance card (Ex.: Blue Cross Blue Shield, Foreign Service Benefits, Coventry, GEHA, TRICARE, etc.)
- Passport (or copy of the main page of your Official No-fee Passports)
- Any recent/pertinent/important health reports or records that you may hold on you or your family members
- Vaccine/Immunization records – (including any yellow W.H.O. booklets)

### **LANGUAGE**

Spanish is the official language in Peru. English is used at NAMRU-6 but Spanish is recommended. The majority of NAMRU-6 staff primary language is Spanish with some English speaking skills. Since there isn't a base, it will be important to develop basic Spanish for shopping, dining out, and travelling in Peru. Some establishments do have English speaking staff but it is limited.

Defense Language Institute offers Spanish lessons to NAMRU-6 employees only. This service is paid by the Defense Language Institute.

### **TIME ZONE**

Central time

### **COUNTRY CODE AND CITY CODE**

+51 1

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### **CURRENCY INFORMATION**

Peru Sol. Please see Global Exchange for currency exchange.

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I hereby certify that I have received and read a copy of the **STATEMENT OF LIVING AND WORKING CONDITIONS FOR PERU**. I understand that if it is necessary for me or any of my dependents to end our tour of duty prior to completion of the 36-month tour of duty, I may be required to bear the costs of the return and that I may be required to complete my foreign area tour in an unaccompanied status until I have completed my 36-month tour of duty.

\_\_\_\_\_  
PRINTED NAME

\_\_\_\_\_  
Signature

Date: \_\_\_\_\_