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MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOW FIELD ACTIVITY DIRECTORS

SUBJECT: Additional Guidance on Non-Foreign Living Quarters Allowance for Department of War Civilians in Positions Permanently Stationed on Guam

REFERENCES: (a) Deputy Secretary of War Memorandum, "Authorization of Non-Foreign Living Quarters Allowance for Department of War Civilians in Positions Permanently Stationed on Guam," dated July 27, 2026
(b) Deputy Assistant Secretary of War for Civilian Personnel Policy Memorandum, "Implementation of Non-Foreign Living Quarters Allowance for Department of War Civilians in Positions Permanently Stationed on Guam," dated August 26, 2026

On July 27, 2026, the Deputy Secretary of War signed reference (a) authorizing the Department of War (DoW) Components to provide a non-foreign living quarters allowance (NF-LQA) to meet mission-based workforce requirements to eligible DoW civilian employees who are not provided government-owned or leased quarters and whose permanent duty station is Guam. The implementation policy and procedures direct the DoW Components to pay NF-LQA consistently by designating occupational series where payment of NF-LQA is critical to recruit and retain employees. These occupational series will be known as NF-LQA applicable occupational series. Reference (a) also states that it is incumbent upon the DoW Components to validate the availability of funds prior to execution.

In addition to references (a) and (b), the following additional guidance applies to DoW Components implementing NF-LQA. In identifying the occupational series eligible for NF-LQA within their respective organizations, Components may, when budgetary constraints warrant, further limit eligibility by job title, including parenthetical specialties, for any occupational series with 50 or more employees in Guam. This flexibility enables Components to target the incentive strategically while managing budgetary resources. Lastly, part-time employees are not eligible to receive NF-LQA.

My point of contact for this action is Ms. Lauren Lafaye-Benson, Director, Workforce Governance & Integration, who can be reached at lauren.e.lafaye-benson.civ@mail.mil.

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