



[welcome to europe]

 a guide for u.s. federal civilian employees

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WELCOME

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benvenuti

benvenuti

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hos geldiniz

bienvenue

[welcome to europe]

so much to see...so much to do!



AN ASSIGNMENT IN EUROPE CAN BE A ONCE IN A LIFETIME OPPORTUNITY. WITH ALL OF THE EXCITEMENT AND ANTICIPATION THAT COMES WITH MOVING TO A NEW PLACE, YOU ARE SURE TO HAVE MANY QUESTIONS ABOUT WHAT LIFE OVERSEAS WILL BE LIKE. WHILE MANY THINGS IN EUROPE ARE SIMILAR TO THE US, THERE ARE SOME BIG DIFFERENCES AND MANY DETAILS TO CONSIDER AS YOU TRANSITION TO LIFE IN EUROPE.

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where to start

This guide is designed to assist Federal employees relocating to Europe. It focuses on some basic issues related to moving. It also describes some special benefits and entitlements available in overseas locations. It provides Internet addresses for websites that provide detailed information on living and working in Europe.

One of the most important sources of information is a sponsor. A sponsor is another civilian employee, currently overseas, who a supervisor assigns to a new employee. A sponsor can be a valuable resource in the transition into the overseas environment.

Another great source of information is the web. Visit the US Army, Europe civilian personnel website - www.chrma.hqusareur.army.mil. The section, "Living/Working Overseas," contains helpful hints about military communities in Europe. The site also offers a good permanent change of station (PCS) checklist and inprocessing guide.

Other resources include the SITES website, a Department of Defense site with worldwide relocation information on major military installations (accessed through the "Living/Working Overseas" section of the civilian personnel website). Also check the Army Community Services (ACS) Office at the new installation. Commercial travel guides also offer valuable information about European countries.



useful websites

www.dmdc.osd.mil (SITES)

SITES offers information about most installations in the military. It is a comprehensive site that provides a wealth of information. Click on "DoD community" to access SITES.

<http://rmv.hqusareur.army.mil>

Visit this site for information on registering motor vehicles and shipping privately-owned firearms.

www.whereismypov.com

This site describes the shipping process for privately-owned vehicles. Employees also can track the whereabouts of their vehicle in the shipping process.

www.hqusareur.army.mil

This is the US Army, Europe (USAREUR) website. It contains valuable information on news in USAREUR, as well as links to every Area Support Group. The site also contains links to information on employment, education, healthcare, finance, family support, and more.

www.ima.army.mil/europe/index.asp

This is the website for the Installation Management Agency in Europe. The site offers news and installation information.

www.mwr-europe.com

The Morale, Welfare, and Recreation site contains information on Army Community Service, arts and entertainment, Child and Youth Services, libraries, restaurants, clubs, and more.

www.chrma.hqusareur.army.mil

The US Army, Europe civilian personnel website provides information on personnel issues, as well as a valuable section on living and working overseas. It also contains links to Federal job listings.

www.finditnet.com

This site lists telephone numbers and business listings for many installations in Germany.

www.aafes.com

Army and Air Force Exchange Service (AAFES) operates several shopping facilities on military installations. The website provides information on AAFES services.

www.eucom.mil

This is the website for the US European Command. It has extensive information on living and working for the US Government in Europe.

www.odedodea.edu

This website contains Department of Defense Dependent Schools (DoDDS) information and links to individual DoDDS school districts.

allowances & benefits

Special allowances and benefits are associated with service in the overseas environment. Please note that the following benefits do not apply to everyone. Employees should check with their supervisor and gaining Civilian Personnel Advisory Center (CPAC) to determine their eligibility. More information on these allowances and benefits can be found at the civilian personnel website - www.chrma.hqusareur.army.mil.

BASE/POST PRIVILEGES, ID, AND CAC CARDS

An overseas assignment provides additional privileges at military post facilities. Civilian employees are able to use the commissaries (grocery stores), Post/Base Exchange (PX/BX, a department store), movie theaters, gas stations, auto repair facilities, and other facilities on post. Employees must have a government-issued identification (ID) card to use these facilities. ID cards with these entitlements will be issued upon arrival at the duty station. Items sold in these facilities are free of both value-added tax (VAT, see page 10 for more information) and other forms of sales tax.

The DoD ID card is enabled with Common Access Card (CAC) capabilities. The CAC is embedded with multiple technologies and personalized information. The CAC has numerous func-

tions, literally combining several cards into one. The CAC enables physical access to buildings and controlled spaces and allows computer network and system access.

INSURANCE

HEALTH INSURANCE

An employee's current health plan may not provide coverage overseas, especially if enrolled in a health maintenance organization (HMO). Prior to moving overseas, employees should research health plans that will cover foreign locations.

Employees can obtain health plan booklets and comparison information about plans at the Office of Personnel Management's website at www.opm.gov.

Special Considerations about Healthcare Overseas

US civilian employees in an overseas area are eligible for medical care in military facilities on a space-available basis and for a fee. Available treatment will depend on the location of the assignment. Active duty military members and their families have priority for medical treatment. In most locations, civilian personnel will not be able to obtain routine dental or optometric care in US facilities and will be referred for care on the local economy. Depending on patient demand and availability, other types of care may not be available from military facilities. Sponsors can provide contact information for local military health services so that employees can determine what is available.

Note also that nonmilitary local European medical services located "on the economy" do not directly bill insurance companies; employees are responsible for payment up front. Individuals must send in the appropriate paperwork for reimbursement from their health plan. If there are health concerns, discuss this with the gaining supervisor and/or sponsor.

Employees selected for overseas tours must identify whether they have family members with exceptional needs. The Exceptional Family Member Program (EFMP) can assist in accommodating special needs with information, advocacy, and support programs. The gaining CPAC requires new employees to submit exceptional family member forms to determine program applicability. An exceptional family member is defined as an authorized family member (spouse, child, stepchild, adopted child, foster child, or a dependent parent) residing with the employee, who may require special medical or educational services based upon a diagnosed physical, intellectual, or emotional handicap such as asthma, cerebral palsy, mental retardation, dyslexia, attention deficit disorder, autism, oppositional defiant disorder, or depression. Disabilities may range from mild to severe. Medical care for all exceptional family members may not be available in all locations. Be sure to provide accurate information when requested. More information can be found at www.armycommunityservice.org.

LIFE INSURANCE

The CPAC can provide information on eligibility and enrollment in the Federal Employee Group Life Insurance (FEGLI). If an

employee is currently enrolled, coverage will continue. Check <https://www.abc.army.mil> for more information.

LEAVE

LEAVE AND EARNINGS STATEMENT

Current Federal employees should bring their last Leave and Earnings Statement (LES) from their former employment location to help expedite the transfer of their current leave balance to the new location. This allows employees to take leave until the leave record is received from the old payroll office. Use of MyPay, found at <https://emss.dfas.mil/mypay.asp>, enables employees to obtain online pay and leave information.

HOME LEAVE

Home leave is special leave earned in one-day increments for employees hired from CONUS on overseas tours. Eligible employees earn home leave at the rate of five days per year. Civilian employees must have continuously served at least one 24-month period at the overseas post before using home leave, and employees must use the home leave in the US, its territories, or possessions. Many questions arise as to when and under what circumstances an individual may use home leave (e.g., in conjunction with a PCS to CONUS or another overseas location, terminal leave, etc.) Please refer to www.chrma.hqusareur.army.mil for clarification on this matter.

45-DAY ANNUAL LEAVE ACCUMULATION

45-Day Annual Leave Accumulation allows employees hired from CONUS to carry over from one leave year to another up to 45 days, or 360 hours of leave time.

LIVING QUARTERS ALLOWANCE (LQA)

LQA is paid to most employees recruited from CONUS as a recruitment incentive. Depending on the allowance rate and choice of housing, LQA can cover most of the costs of housing, heat, electricity, water, and sewer service. The maximum allowable rates depend on the duty location, grade, and number of dependents. LQA is a reimbursement based on actual expenses. Check with the CPAC for eligibility requirements.

MISCELLANEOUS EXPENSE ALLOWANCE (MEA)

MEA helps defray various contingent costs associated with discontinuing residence at one location and establishing a residence at a new location. Check with the gaining CPAC for detailed information on the costs reimbursed by MEA.

PAY

Defense Finance and Accounting Service (DFAS) pays basic salary, post differentials, allowances, LQA, and Temporary Quarters Subsistence Allowance (see page 8 for more information on TQSA). Payments are made via electronic funds transfer to a banking account. In conjunction with a move from CONUS, employees may be eligible for an interest-free advance of their salary (an amount up to six pay periods of salary). Repayment begins immediately after arriving at the new loca-



tion and must be repaid within 26 pay periods.

POST ALLOWANCE

A civilian post allowance is a cost of living allowance, paid when the costs of goods and services at a foreign post are appreciably higher than in the United States. It is provided as a balancing factor to permit employees to spend the same portion of their basic US dollar for current living expenses overseas as they would in Washington, D.C. All full-time AF and NAF employees are eligible to receive post allowance, which is not taxable. Employees receiving TQSA (see page 8 for information on TQSA) are not entitled to receive post allowance. The State Department administers post allowance and the benefit fluctuates according to economic conditions and can be terminated at any time.

POST DIFFERENTIAL AND/OR DANGER PAY ALLOWANCE

Post Differential is designed to provide additional compensation to employees for service at places in foreign areas where environmental conditions differ substantially from conditions in the continental United States.

Danger pay allowance is designed to provide additional compensation for service in areas where there exists conditions of civil insurrection, civil war, terrorism, or wartime conditions which threaten physical harm or imminent danger to the health or well-being of an employee.

REEMPLOYMENT RIGHTS

Current permanent Army employees, hired from the US, are generally entitled to be reemployed in their former position or a similar position upon completion of the overseas assignment. This is a statutory entitlement for Department of Army civilians, but it is optional for other DOD activities, such as Defense Finance and Accounting. This is a very important entitlement and employees should consult with their supervisors and local CPACs to determine eligibility for reemployment rights before accepting overseas assignments.

ROTATION AGREEMENT AND THE 5-YEAR ROTATION LIMIT

When agreeing to an assignment overseas, employees sign a rotation agreement that establishes a tour of service. Employees also may become eligible for a renewal agreement tour of duty, which allows up to an additional 24 months of service. It is Department of Defense policy that most civilians are restricted to a maximum of five years in foreign overseas assignments. For more information on the rotation policy, visit the civilian personnel website.

SEPARATE MAINTENANCE ALLOWANCE (SMA)

SMA may be provided to help employees maintain family member(s) at a location other than the foreign post assignment. It may be paid when family members are prohibited from residing at the foreign post, or for medical or schooling requirements. SMA is not taxable and the gaining CPAC can provide more information on SMA requirements and eligibility.

TEMPORARY QUARTERS SUBSISTENCE ALLOWANCE (TQSA) AND FOREIGN TRANSFER ALLOWANCE (FTA)

TQSA is offered to employees who are authorized relocation at Government expense. It helps offset the expenses of temporary lodging, meals, and laundry expenses for up to 90 days after arrival. Extensions of up to 60 days may be granted for compelling reasons beyond an employee's control. Reimbursement is provided every 30 days. **BE SURE TO KEEP ALL RECEIPTS** for items such as hotels, meals, laundry, and dry-cleaning. Meals will be itemized on your TQSA claims. Check with the CPAC for eligibility requirements. Foreign Transfer Allowance (FTA) may be authorized for employees and accompanying dependents for up to 10 days *before* final departure from a duty station in the 50 states, and the District of Columbia. Allowable expenses include temporary lodging, meals, fees and tips incident to meals and lodging, and laundry. Ask the gaining CPAC about this benefit.

travel

STUDENT EDUCATIONAL TRAVEL

The student educational travel benefit provides one round trip in each 12-month period for dependents who are full-time students (under age 23) attending an undergraduate college or university or post-secondary vocational/technical school. For more information on this benefit, contact the CPAC.

EMERGENCY TRAVEL

Should certain emergency situations occur with immediate family members, such as death or serious illness, Federal employees may receive emergency travel orders. This allows them to travel to CONUS on a space-available basis (Space-A) on a military flight, depending on location.

RENEWAL AGREEMENT TRAVEL (RAT)

Renewal Agreement Travel is a free round trip to and from CONUS, usually to the location from which an employee moved. It may be authorized if an employee signs a 24-month renewal tour agreement. Check www.chrma.hqusaureur.army.mil for more information.

considerations for employees with children

ACTIVITIES FOR CHILDREN AND TEENS

Most European installations offer many of the same children's activities as those available stateside. Department of Defense Dependent Schools (DoDDS) have many of the sports and clubs available in CONUS. Most installations have Girl and Boy Scout troops. A number of DoDD schools have websites with

information on extracurricular activities for students. Sponsors and the DoDDS website can provide more information.

Army Morale, Welfare, and Recreation (MWR) also operates community centers throughout Europe that offer many activities for children and teens. Visit the DoDDS or MWR websites for more information (website addresses listed on page 4).

CHILDCARE

Child and Youth Services (CYS) offer a variety of services and activities for children and youths 4-weeks to 18-years of age.

These include child development centers, home-based childcare, before and after school services, summer camps, and youth centers. Childcare availability varies from one installation to the next. Some communities have significant childcare waiting lists. It is possible to sign up on a community wait list for childcare in some communities prior to arriving in the overseas location. Sponsors can

provide information on how to contact the CYS Central Enrollment Registration Office in a new community.



SCHOOLS

School-age children of employees hired from CONUS are eligible for attendance at DoDD schools without a fee. A child's school will depend on the child's school level and where an employee lives. DoDDS-contracted bus service is offered in most communities within the vicinity. Employees should obtain information on bus routes before committing to a house.

Note to parents with special needs children: DoDDS must be notified of school-age children with special needs. The gaining CPAC requires new employees to complete an exceptional family member form, if applicable, and this form will be forwarded to DoDDS Europe and the local military hospital facility. The DoDDS website, listed on page 4, provides more specific information and contacts.

practical advice

BANKING AND FINANCE

Most military facilities have a US bank and/or credit union. With the availability of electronic banking, employees may choose to retain their current bank. Many people keep a bank in the US and a bank account overseas. Having a bank overseas often eases bill payment.

Paychecks will be electronically deposited in the account of choice. An automated teller machine (ATM) card is very useful and can be used to obtain foreign currency in most areas.

The countries in Europe impose a value-added tax (VAT) on most goods. This tax can be from 11 to 22 percent. Americans can receive a refund of the VAT by submitting certain forms to some vendors. Visit the VAT office on the new installation for more information and to purchase VAT forms.

DRIVING AND OPERATING A VEHICLE

DRIVER'S LICENSE

The current US Army, Europe regulation requires all US forces members, including civilian employees and family members, to have a special driver's license to operate any vehicle overseas. Employees in Germany can obtain a license from a driver testing facility on post by passing a written test. The test is challenging and potential drivers must study. Request a copy of AE Pam 190-34, USAREUR driver's handbook, from the sponsor to study for the driver's license examination or visit the website for publications at www.aeaim.hqusareur.army.mil/library/pam/pubpam.htm. Posts in Italy issue driver's licenses after employees attend a two-hour orientation, and pass an exam. To study road signs in Italy, visit www.aviano.af.mil/newcomer/signs. Posts in the Benelux, AFNORTH or SHAPE also issue driver's licenses only after employees pass an examination. Ask the sponsor for study materials. All US drivers must con-

tinue to hold a valid stateside driver's license, military license, or host country license while overseas.

SHIPPING A VEHICLE

There are numerous restrictions on the overseas shipment of vehicles. Military and civilian personnel who want to ship vehicles overseas must present an original certificate of title or a certified copy of the title in accordance with US Customs Service regulations. If the vehicle is leased or has a lien, the shipper also must present a letter from the lien-holder authorizing shipment. Vehicle Processing Centers will not ship vehicles to locations outside CONUS without the title and a lien-holder release letter. Shippers are encouraged to review the Military Traffic Management Command (MTMC) pamphlet "Shipping Your POV," found online at www.wherismypov.com. On average, it takes approximately 60 days for vehicles to arrive in country, so plan accordingly.

VEHICLE REGISTRATION & GASOLINE

Employees must register their vehicles prior to operating them with the installation vehicle registration office. In Germany, vehicles must pass a rigorous inspection before being registered. This is accomplished at the time employees collect their vehicles at the installation delivery point.

Gasoline is expensive on the economy in Europe and authorized members of NATO (including US personnel) are allowed to purchase fuel free from local country taxes. The vehicle registration office on each installation can provide further information

on the purchase of fuel specific to that location.

EDUCATIONAL OPPORTUNITIES AND LANGUAGE SCHOOLS

There are a variety of educational offerings available at most installations. The opportunities range from adult education courses in areas such as computer skills, languages, and recreational pursuits to college credit/degree programs through the doctoral level. Most programs are designed for working people and many classes are held evenings and weekends.

Some colleges that offer classes have websites with descriptions of their offerings:

Embry-Riddle Aeronautical University: www.erau.edu/

National-Louis University: www.nl.edu

University of Maryland (including graduate programs from Bowie State University): www.ed.umuc.edu

University of Oklahoma: www.goou.ou.edu

University of Phoenix: www.phoenix.edu

Most installation educational facilities offer language courses. Courses also are available through Army Community Service centers, local clubs, and commercial sources.

ELECTRICITY AND VOLTAGE

Voltage in Europe is 220V and runs on 50 cycles, versus 60 in the US. Most US appliances will not operate in Europe without a transformer. Do not bring major appliances, such as washers and dryers to Europe. These large appliances are generally available from the post Furnishings Management Office (FMO).

In addition, individuals may want to purchase inexpensive and frequently used appliances (toasters, coffee pots, irons, etc.) in Europe to avoid having to use a transformer. Lamps require only a European light bulb and plug adapter to work properly. These are readily available in the overseas location.

FAMILY MEMBER EMPLOYMENT

The skills, experience, and desires of spouses and family members are important factors in gaining employment. However, there are limiting factors in Europe such as a scarcity of positions to meet all the employment needs. As employment on the local economy is difficult, qualifying applicants have additional preferences that assist them in obtaining employment with the US Government. These preferences are the Military Spouse Preference (MSP) and the Family Member Preference (FMP).

Military Spouse Preference provides priority in the employment selection process for a military spouse who is relocating to accompany a military member on a PCS move. Eligibility for MSP in an overseas area starts upon arrival at the overseas location and continues throughout the tour until the spouse accepts or declines a continuing (permanent, full or part-time) appropriated or nonappropriated fund position from any Federal agency in the commuting area. This preference is not available to spouses of civilian employees.

Family Member Preference is a DoD employment preference for eligible family members (children under the age of 23 and

spouse) residing with a member of the US Armed Forces or a US citizen civilian employee of a Federal agency whose duty station is in a foreign area. This preference applies to initial employment into a continuing position and includes permanent as well as temporary positions of one year or longer.

To find out more about registration and eligibility for MSP and FMP, visit the website at www.chrma.hqusareur.army.mil under the "Employment" and/or "Master Index" menus.

FINDING A PLACE TO LIVE

In most locations, civilian employees are not authorized on-post housing. The military housing office can help find suitable quarters in the local area and must approve any housing and rental contracts. Sponsors and colleagues also can help in the housing search.

Depending on the location, time of year, or an employee's needs and preferences, the search may take a few weeks or significantly longer. However, the time to search for housing is limited to the TQSA timeline.

Many installations have newspapers that are published online with housing listings. Visit the Headquarters USAREUR website for a listing of online newspapers at www.hqusareur.army.mil.

INTERNET ACCESS

There are many Internet service providers in Germany, including the local phone company. Be aware that it takes a little

while to set up phone and Internet access. In the meantime, the on-post library offers free Internet access, or to look for a job, visit a SHARE center at the local CPAC.

MOVING FROM CONUS

The Army may authorize a government-funded move for civilians traveling on PCS orders. This includes household goods, which is the majority of furniture and home accessories, plus a limited amount of hold baggage, which are goods that will arrive prior to the rest of the employee's household goods. The Army also may authorize storage of some goods while the employee is overseas. Employees may ship one vehicle at government expense. Check with the CPAC to learn about eligibility and specific weight limits for moving goods.

Shipping Privately Owned Firearms (POF) to Germany is Prohibited

Only personnel who have of a valid German hunter's or sport shooter's license and who possess a valid German weapons registration card (WBK) with the POF listed on it, can legally import and possess firearms in Germany. The Hunting License and/or the WBK can only be obtained in Germany after completing the mandatory registration and training requirements. If individuals intend to obtain a German hunter's or shooter's license after they are stationed in Germany, they should make arrangements with their transportation office in CONUS for separate shipment of their POF. The transportation office cannot ship the POF to them until the owner provides proof of a

valid German license. Operational tempos and/or missions may preclude individuals from being able to complete the requirements to register their POF and this should be given careful consideration when making the decision to ship firearms.

OVERSEAS MAILING ADDRESS

Civilian employees are authorized to have post office boxes (APO) at overseas military postal facilities. The sponsor can reserve this box for an incoming employee, so that the new employee can make change of address arrangements. Through the special military postal system (MPS), correspondents use US postage stamps and rates; so inform friends and family to use US postage when sending to the new APO address.

PASSPORTS

Employees and their family members will need official passports (no fee) prior to traveling overseas, as well as tourist passports for personal travel. Tourist passports are at the employee's own expense. For a PCS to Italy, the CPAC will issue PCS orders authorizing a special "mission" visa. This visa cannot be issued in Italy. New employees must have an official passport that contains this special mission visa from an Italian Consulate prior to travel. Family members also must have an official passport with this visa. If employees arrive in Italy without a visa, they and their families have to return to the US at their own expense. Visit www.firstgov.gov for a passport application and for information on visas.

PETS

Consult the sponsor about the requirements for pets, as they are different from country to country in Europe.

If employees are planning to ship pets (cats and dogs only), they will need to make special arrangements. Costs for shipping pets are at the expense of the pet owner. If moving in the summer, many airlines have restrictions on pets traveling due to heat related complications. Consult the airline prior to the flight to determine such restrictions. The U.K. imposes an automatic quarantine for all pets, so employees should schedule their flights to avoid a layover in the U.K.

Prior to moving, schedule the pet for a visit with the veterinarian for a thorough physical exam. Employees must provide a special veterinarian's health certificate, good for ten days after the exam, for their pet(s) to enter the country. Make sure all vaccinations are current, especially the rabies vaccination. While at the veterinarian's office, obtain copies of the pet's records. If the pet requires any medication, have an ample supply on hand so it won't run out before getting settled in the new location. Also discuss with the veterinarian whether the pet should be tranquilized during the move. If so, get enough medication for a test prior to the move to be sure the dosage works properly.

Special Note for Dog Owners

Some countries are currently placing restrictions on several breeds of "fighting dogs." These countries may require all

breeds designated as fighting dogs to be neutered, registered, and marked. Others may not allow certain breeds to enter the country. In addition, these fighting dogs may be required to pass a temperament test or they will be destroyed. Following is a list of dogs considered to be dangerous breeds. The list includes, but is not limited to: American Pitt Bull Terrier, American Staffordshire Terrier, Bandogge, Bull Mastiff, Fila Brasileira, Kangal, Argentine Dogo, Dogue De Bordeaux, Staffordshire Bull Terrier, Neapolitan Mastiff, Spanish Mastiff, Caucasian Owtscharka, Tosa Inu, and Rhodesian Ridgeback. Military and civilian personnel owning one of the above breeds are encouraged to contact their sponsor prior to shipping the dog(s).

Some countries still require the quarantine of some or all pets, so be sure to check with the sponsor for the requirements. The cost of the quarantine is the responsibility of the owner.

TELEPHONES, CELL PHONES, AND ANSWERING MACHINES

Most American telephones, cell phones, and answering machines do not work with European communication systems. Employees can purchase these items from departing personnel, at the installation thrift shops, in the PX, or on the local economy.

TELEVISION

The US Government provides English language television to many locations overseas. Called the Armed Forces Network (AFN), the service offers news programs, sports, and popular

American television programs. AFN televises many sports events and news live. US personnel must own special AFN satellite systems to obtain this programming. This equipment can be purchased or rented from the PX/BX or from other DoD employees. Users receive AFN programming free of monthly charge, unlike cable or satellite service in CONUS.

Europe uses different transmission broadcast standards than the US. To receive European broadcasts and play European DVDs and videotapes, one must have a dual system television, VCR, or DVD player. However, most installations have video stores that offer US-system DVDs and videos for sale and rent.

civilian personnel advisory centers: europe

CPAC

Phone

Email

[The phone numbers below include the prefix and country code for calling overseas from the United States]

Chievres	011-32-68-275467	benelux.CPAC@cpoceur.army.mil
Grafenwoehr	011-49-9641-83-6648	grafenwoehrCPAC@cpoceur.army.mil
Hanau	011-49-618-188-1430	hanauCPAC@cpoceur.army.mil
Heidelberg	011-49-6221-57-1630	heidelbergCPAC@cpoceur.army.mil
Kaiserslautern	011-49-631-5367255	kaiserslauternCPAC@cpoceur.army.mil
Stuttgart	011-49-711-729-2665	stuttgartCPAC@cpoceur.army.mil
Wuerzburg	011-49-931-296-4667	wuerzburgCPAC@cpoceur.army.mil
Vicenza	011-39-0444-517266	vicenzaCPAC@cpoceur.army.mil

**conversion chart
celsius to fahrenheit
OVEN TEMPERATURES**

<u>degrees fahrenheit</u>	<u>degrees celsius</u>
225	110
250	120
275	140
300	150
325	165
350	180
375	190
400	200
450	230
475	240

**conversion chart
u.s. to european
SHOE SIZES**

<u>women</u>		<u>men</u>		<u>children</u>		<u>infant</u>	
<u>u.s.</u>	<u>europe</u>	<u>u.s.</u>	<u>europe</u>	<u>u.s.</u>	<u>europe</u>	<u>u.s.</u>	<u>europe</u>
5	37	8	41	2	20	3	m 62
6	38	9	42	3	21	6	m 68
7	39	10	43	4	22	9	m 74
8	40	11	44	5	23	12	m 80
9	41	12	45	6	24	18	m 86
10	42	13	46	7	25		
11	43			8	26		

**conversion chart
u.s. to european
CLOTHING SIZES**

<u>children</u>		<u>men</u>		<u>women</u>	
<u>u.s.</u>	<u>europe</u>	<u>u.s.</u>	<u>europe</u>	<u>u.s.</u>	<u>europe</u>
2	92	30	46	6	36
3	98	32	48	8	38
4	104	34	50	10	40
5	110	36	52	12	42
6	116	38	54	14	44
		40	56	16	46
		42	58	18	48
				20	50
<u>children</u>		<u>shirts</u>			
<u>u.s.</u>	<u>europe</u>	<u>u.s.</u>	<u>europe</u>		
2	92	14	36		
3	98	15	38		
4	104				
5	110				
6	116				



welcome to europe!

