



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 20 2007

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
DEPUTY CHIEF MANAGEMENT OFFICER
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DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTOR, NET ASSESSMENT
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Clarification of Memoranda Regarding Benefits, Allowances and Gratuities
for Department of Defense (DoD) Civilian Employees on official duty in
Pakistan

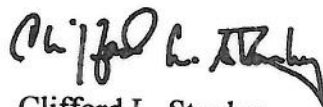
- REFERENCES:
- (a) "Benefits, Allowances and Gratuities for Department of Defense (DoD) Civilian Employees under (P.L.) 109-234, Emergency Supplemental Appropriates Act for Defense, the Global war on Terror, and Hurricane Recovery, June 2006," May 4, 2007.
 - (b) "Clarification to Policy Memorandum, 'Benefits, Allowances and Gratuities for Department of Defense (DoD) Civilian Employees under (P.L.) 109-234, Emergency Supplemental Appropriates Act for Defense, the Global war on Terror, and Hurricane Recovery, June 2006,' dated May 4, 2007", August 27, 2008.
 - (c) "Clarification of Memoranda Regarding Benefits, Allowances and Gratuities for Department of Defense (DoD) Civilian Employees

Assigned to Iraq or Afghanistan Under the Authority of Section 1603 of Public Law (P.L.) 109-234, as amended", October 20, 2008.

Section 1603 of P.L. 109-234, "Emergency Supplemental Appropriations Act for Defense, the Global War on Terror, and Hurricane Recovery, 2006" originally authorized heads of agencies to provide to employees on official duty in Iraq or Afghanistan allowances, benefits and gratuities comparable to those provided to members of the Foreign Service under section 413 and chapter 9 of title I of the Foreign Service Act (22 U.S.C. § 3973; and § 4081 et seq.). Section 1603 was further amended by section 1102 of P.L. 110-417, "Duncan Hunter National Defense Authorization Act for Fiscal Year 2009," to authorize the same benefits, allowances and gratuities through the end of Fiscal Year 2011 for employees on official duty in a combat zone (as defined by Section 112 (c) of the Internal Revenue Code (I.R.C.) of 1986). DoD used this authority to provide such benefits, allowances and gratuities to employees on official duty in Iraq or Afghanistan, but not other combat zones. Subsequently, section 1107 of P.L. 111-84, "National Defense Authorization Act for Fiscal Year 2010", amended section 1603 to include employees on official duty in Pakistan.

This memorandum amends reference (a), as amended by references (b) and (c), to extend eligibility, effective immediately, for certain Foreign Service benefits, allowances and gratuities, consistent with provisions of 22 U.S.C. § 4081, to employees on official duty in Pakistan, and, per 22 USC §4081(6) and (8), authorizes round-trip commercial air transportation in accordance with JTR, pars. C2203 and C2204. Although its provisions are not retroactive, otherwise creditable prior or continuous service of individuals currently serving in Pakistan may be taken into account in determining whether such individuals presently satisfy eligibility criteria for benefits, allowances and gratuities authorized under the policy. All delegations of authority and procedures pursuant to references (a), (b) and (c), as amended, shall apply to employees on official duty in Pakistan. Round-trip commercial air transportation allowances for authorized R&Rs are not retroactive.

Questions may be addressed to Mr. Seth Shulman, Office of the Deputy Under Secretary of Defense (Civilian Personnel Policy), at seth.shulman@osd.mil or 703-571-9289.


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Attachments:
As Stated