



HEALTH AFFAIRS

THE ASSISTANT SECRETARY OF DEFENSE

1200 DEFENSE PENTAGON
WASHINGTON, DC 20301-1200

OCT 10 2008

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER
AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER
AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER
AND RESERVE AFFAIRS)

SUBJECT: Fiscal Year 2009 Pharmacy Officer Special Pay Plan

References: (a) Title 37, United States Code, Chapter 5, Section 302i
(b) Department of Defense Instruction 6000.13
(c) DoD Directive-Type Memorandum, "Repayment of Unearned Portions of
Bonuses, Special Pay, and Educational Benefits were Stipends" Principal
Deputy Under Secretary of Defense (Personnel & Readiness), May 21, 2008

In accordance with References (a)–(c), the Fiscal Year (FY) 2009 Pharmacy
Officer Special Pay Plan is attached.

In recommending the FY 2009 rate for Special Pay, the Health Professions
Incentives Working Group considered manning, civilian income data, Military Health
System requirements, Service budget impact, and U.S. Public Health Service pay.

Pharmacy Officer special pay shall be administered in accordance with the
policies established herein. Please provide this office a copy of your implementing
guidance within 30 days of the date of this memorandum. My point of contact is
Dr. Gary Matteson, who may be reached at Gary.Matteson@ha.osd.mil or (703) 681-
8890.

S. Ward Casscells, MD

Attachment:
As stated

HA POLICY: 08-015

cc:

PDUSD (P&R)

ASD (RA)

Surgeon General of the U.S. Public Health Service

Surgeon General of the Army

Surgeon General of the Navy

Surgeon General of the Air Force

Director, Defense Finance and Accounting Service

**FISCAL YEAR 2009
PHARMACY OFFICER SPECIAL PAY PLAN**

POLICY: This Department of Defense policy implements Pharmacy Officer Special Pay as prescribed under Title 37, United States Code, Chapter 5, Section 302i, for all pharmacy officers as described below.

ELIGIBILITY: On and after October 1, 2008, a commissioned officer serving in a pay grade below O-7 who:

- Is a pharmacy officer in the Medical Service Corps of the Army or Navy or the Biomedical Sciences Corps of the Air Force; and
- Is on active duty under a call or order to active duty for a period of not less than 2 years;
- May be paid special pay.

RATE OF SPECIAL PAY FOR PHARMACY OFFICERS: The annual rate is \$15,000 per year for a 2 year obligation.

RESPONSIBILITIES: The individual Military Departments shall be responsible for establishing procedures for the administration of special pay for pharmacy officers that shall be consistently applied to all officers under similar circumstances. The Department of Health and Human Services will promulgate corresponding policy and procedures for U.S. Public Health Service officers.