



SECRETARY OF THE ARMY
WASHINGTON

June 18, 2014

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

SUBJECT: Delegation of Authority for Pay Pursuant to Title 38 – Additional Pay for
Certain Healthcare Professionals

1. Reference Department of Defense (DoD) Instruction 1400.25, Volume 540, dated December 2006 and administratively reissued April 6, 2009, subject: *DoD Civilian Personnel Management System: Pay Pursuant to Title 38 – Additional Pay for Certain Healthcare Professionals*.
2. I hereby delegate to the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA(M&RA)) the authority to approve the use of additional pay, consistent with the above reference. This authority may be used to recruit and retain specified civilian healthcare professionals who are providing direct patient-care services or services incident to direct patient-care services.
3. When the position of the ASA(M&RA) is vacant, as defined by the law governing vacancies, or the ASA(M&RA) is temporarily absent or otherwise not available to take timely action, the Principal Deputy Assistant Secretary of the Army (PDASA(M&RA)) or the designated Senior Official performing the duties of the ASA(M&RA) may exercise the authorities set forth in paragraph 2, above.
4. Unless expressly prohibited or restricted by law, directive, regulation, or policy, or as set forth herein, the ASA(M&RA), the PDASA(M&RA) or the designated Senior Official, as appropriate under the circumstances outlined above, may further delegate this authority, in whole or in part, to other Department of the Army officials, with authority for further delegation, in writing, to commanders of medical or dental treatment facilities or equivalents, but no lower. Should the ASA(M&RA), PDASA(M&RA) or designated Senior Official elect to delegate this authority further, each will remain cognizant of and accountable for all actions taken in the exercise of this authority by those who have been delegated this authority at any level. Should the ASA(M&RA), PDASA(M&RA) or designated Senior Official elect to re-delegate this authority, each may further restrict or condition the delegate's exercise of same. A re-delegation of authority shall not be effective unless it is in writing, signed by the ASA(M&RA), PDASA(M&RA) or Senior Official, and has been determined not to be legally objectionable upon review by the Office of the Army General Counsel. No re-delegation shall take effect until a record copy of same has been provided to the Office of the Administrative Assistant for archiving. Should conditions warrant, the ASA(M&RA), PDASA(M&RA) or Senior Official will suspend the use of and/or rescind further delegation of the authority, as appropriate.

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5. Although not a limitation on the authority of the ASA(M&RA), PDASA(M&RA) or Senior Official to act in those cases specified above where the proposed decision represents a change in precedent or policy; is of significant White House, Congressional, Department, or public interest; or has been, or should be, of interest or concern to me, for any reason, brief me prior to the decision, unless the exigencies of the situation preclude such action. Continue my practice of coordination with the Office of the Army General Counsel.

6. This delegation is effective immediately and expires April 3, 2017, unless earlier revoked or superseded.

/signed/

John M. McHugh

CF:
Office of the Army General Counsel
Office of the Administrative Assistant