



**Functional Series 400
Personnel**

INTERIM UPDATE 09-10

SUBJECT: Special Differential for Employees Serving Second Tours in Iraq, Afghanistan, and Pakistan

NEW MATERIAL: This Interim Update announces that USAID will follow the Department of State's lead in implementing a new program instituted to encourage employees to seek two year tours in Iraq, Afghanistan, or Pakistan.

EFFECTIVE DATE: 08/26/2009

ATTACHMENTS: 1. [STATE 060158](#)
2. [STATE 063502](#)
3. [STATE 062642](#)

POLICY

USAID/W Notice
OHR/PPIM
09/11/2009

Subject: Special Differential for Employees Serving Second Tours in Iraq, Afghanistan, and Pakistan

The Office of Human Resources (OHR) is pleased to announce that USAID will follow the Department of State's lead in implementing a new program instituted to encourage employees to seek two year tours in Iraq, Afghanistan, or Pakistan. Under this program any direct hire commissioned Officer at grades FS-04 to FS-01 assigned to one of the listed posts who extend his or her tour of duty for an additional twelve months will be eligible to receive an additional 15 percent special differential during their second year of service in these countries. This special differential is to compensate for additional work in excess of normal requirements performed during the second year.

Non commissioned FS officers, persons on Limited Non Career Appointments to the Foreign Service, and Civil Service personnel on detail to Iraq, Afghanistan, and Pakistan are entitled to Title 5 premium pay and thus can claim actual earned overtime compensation and/or compensatory time off up to the annual premium pay cap in

accordance with the premium pay provisions in STATE 060158, STATE 063502 and STATE 062642.

The special differential will be applicable to employees who bid on and are assigned or detailed to Iraq, Afghanistan, Pakistan positions advertised in the 2010 Foreign Service Assignment Cycle. Employees who are assigned to these posts on TDY from an overseas post may request extensions but should discuss with OHR any impact extensions will have on their current assignment of record before they submit their request.

USAID has approved a non-repayment policy for this special differential for the second year. For example, employees who curtail their tour of duty during the second year would not be required to repay any special differential already received.

Employees should refer to the aforementioned cables 09 STATE 060158 (Attachment 1), 09 STATE, 063502 (Attachment 2), and 09 STATE 062642 (Attachment 3) for additional information on State's special differential provisions.

Attachments:

- (1) 09 STATE 060158
- (2) 09 STATE 063502
- (3) 09 STATE 062642

Point of Contact: Any questions concerning this Notice may be directed to Maryanne Hoirup-Bacolod, OHR/PPIM, (202) 712-0678.

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