



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0111

14 NOV 2012

SAMR

**MEMORANDUM FOR COMMANDER, HEADQUARTERS, U.S. ARMY INSTALLATION
MANAGEMENT COMMAND**

**SUBJECT: Delegation of Authority – Voluntary Early Retirement Authority (VERA) for
Nonappropriated Fund (NAF)**

1. References:

a. Department of Defense Instruction 1400.25, Volume 1408, dated July 21, 2009, subject: DoD Civilian Personnel Management System: Insurance and Annuities for Nonappropriated Fund (NAF) Employees.

b. The United States Army NAF Employee Retirement Plan, dated December 31, 2008.

c. Army Regulation 215-3, dated 29 August 2003, subject: Nonappropriated Funds Personnel Policy.

2. Above references provide authority to develop and administer VERA as part of the Army NAF Employee Retirement Plan for eligible and participating NAF employees. Reference b designates the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) as the responsible agency official with authority to approve VERA for these NAF employees and to further designate this responsibility.

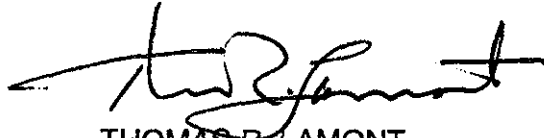
3. I delegate to the Commander, Headquarters, United States Army Installation Management Command (IMCOM), the authority to approve VERA for NAF employees who are eligible for and participate in the Army NAF Employee Retirement Plan. This authority may be further delegated in writing to the lowest practicable level, but not lower than the local Commander or activity head.

4. The next version of the Matrix of ASA (M&RA) Delegated Civilian Human Resources (CHR) Authorities will be updated to include this authority with a reference to this memorandum and the references contained in paragraph 1. This delegation is effective immediately and expires on September 30, 2013, unless earlier suspended, revoked, or superseded by me.

SAMR

SUBJECT: Delegation of Authority – Voluntary Early Retirement Authority (VERA) for Nonappropriated Fund (NAF)

5. To the extent this memorandum impacts employees' conditions of employment, activities are reminded to meet their collective bargaining obligations in its implementation.



THOMAS R. LAMONT
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

CF:

OFFICE, ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS), ATTN: SAMR-CQ

OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)

OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. NUGENT)