



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

SAMR-CQ

04 APR 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Delegation of Authority – Pay Plan for Army Civilian Physicians and Dentists Covered by the General Schedule

1. References:

a. DoD Instruction 1400.25, Volume 543, dated 18 August 2010, subject: DoD Civilian Personnel Management System: Pay Plan for DoD Civilian Physicians and Dentists Covered by the General Schedule.

b. Memorandum, Secretary of the Army, dated 13 October 2010, subject: Delegation of Authority – Implementation of Pay Plan for DoD Civilian Physicians and Dentists Covered by the General Schedule.

c. Memorandum, Secretary of the Army, dated 22 February 2011, subject: Designation as Authorized Management Official – Market Pay Amounts for Civilian Physicians and Dentists.

2. Reference 1a established and directed the application of the Physicians and Dentists Pay Plan (PDPP) as an alternative pay plan for certain DoD physicians and dentists. In accordance with references 1a and 1b, I hereby delegate to The Surgeon General of the Army; the Commanders of the Army Commands (ACOM), Army Service Component Commands (ASCC), and Direct Reporting Units (DRU); and the Administrative Assistant to the Secretary of the Army (AASA), the authority to implement the PDPP. The authority to implement the PDPP may be further delegated in writing to an official who exercises personnel appointing authority at a level not lower than O-6, GS-15, or the equivalent.

3. Additionally, I hereby delegate to The Surgeon General of the Army the authority to serve as Authorized Management Official (AMO) as described in references 1a and 1c for covered civilian physicians and dentists in the Army. The Surgeon General may delegate this authority, in writing, to the Commanders of the ACOMs, ASCCs, DRUs, and the AASA. In turn, the Commanders of the ACOMs, ASCCs, DRUs, and the AASA may further delegate AMO authority, in writing, to a level not lower than a Commander

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(or equivalent) at or above the O-6, GS-15, or equivalent level. In the event that the Commander of an ACOM, ASCC, DRU, AASA, or a major subordinate command retains AMO authority in the headquarters, that Commander may delegate the AMO authority to his or her Deputy Commander at or above the O-6, GS-15, or equivalent level. When an individual with delegated AMO authority is absent, the individual designated to be “acting for” that individual may exercise this authority.

4. The authorities delegated must be exercised in accordance with applicable laws, policies, and regulations. Organizations must likewise ensure all applicable collective bargaining obligations are met in implementing the above authorities. In accordance with reference 1a, each ACOM, ASCC, DRU, and the AASA will develop implementing guidance addressing internal controls and provide a copy of that guidance within 60 days of implementation to this office and the Office of the Assistant G-1 for Civilian Personnel (OAG-1 (CP)). Additionally, each ACOM, ASCC, DRU, and the AASA will provide a status report within 6 months of its implementation of the pay plan to this office and the OAG-1 (CP). The status report will comply with the guidance currently being developed by the OAG-1 (CP) which will be forwarded to you under separate cover.

5. This delegation is effective immediately and expires 30 September 2013, unless earlier suspended, revoked or superseded. The point of contact for this action is Ms. Jeannie A. Davis, OAG-1(CP), at DSN 221-1586, (703) 325-1586, or [Jeannie.davis@us.army.mil](mailto:Jeannie.davis@us.army.mil).

**//original signed//**

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

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DIRECTOR, U.S. ARMY ACQUISITION SUPPORT CENTER

CF:

DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY

DEPUTY CHIEF OF STAFF FOR INTELLIGENCE, ATTN: DAMI-CP

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

OFFICE OF THE GENERAL COUNSEL

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