



**DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0300**

SAMR

0 5 AUG 2014

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

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

1. References:

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

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

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

d. Secretary of the Army Memorandum, dated November 14, 2012, subject:
Delegation of Authority – Voluntary Early Retirement Authority (VERA) for
Nonappropriated Fund (NAF) (hereby rescinded).

e. Secretary of the Army Memorandum, Issuance of New Delegations of Civilian
Human Resources (CHR) Authorities and Extensions of Previous Delegations of CHR
Authorities, dated March 31, 2014 (hereby rescinded).

f. Assistant Secretary of the Army (Manpower and Reserve Affairs) Memorandum,
dated June 4, 2014, subject: Delegation of Authority – Voluntary Early Retirement
Authority (VERA) for Nonappropriated Fund (NAF) Employees (hereby rescinded).

2. Above references provide authority to develop and administer VERA as part of the
Army NAF Employees Retirement Plan for eligible and participating NAF employees.
Reference 1b establishes the Assistant Secretary of the Army (Manpower and Reserve
Affairs) (ASA (M&RA)), or his or her designee, as the responsible agency official with
authority to approve the use of VERA for such 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

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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 designation is effective immediately and expires on April 3, 2017, unless earlier suspended, revoked, or superseded by me.

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


KARL F. SCHNEIDER
Acting Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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