



DEPARTMENT OF THE ARMY
UNITED STATES ARMY EUROPE
UNIT 29351
APO AE 09014-9351

AEPE-CB

14 July 2015

MEMORANDUM FOR HQ USAREUR Staff Principals, Commanders of USAREUR Major Subordinate Commands, and Commander, USANATO Brigade

SUBJECT: Delegation of Authority to Approve Voluntary Early Retirement Authority, Voluntary Separation Incentive Pay (VSIP), and VSIP Phase II

This memorandum expires in 2 years.

1. References:

a. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs), SAMR, 16 December 2014, subject: Delegation of Civilian Human Resources Authorities, Version 06-2014, effective December 16, 2014: Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegations #37.

b. Memorandum, Office of the Under Secretary of Defense, 12 September 2013, subject: Civilian Workforce Shaping.

2. I hereby delegate authority to the DCG, USAREUR, to approve Voluntary Early Retirement Authority, Voluntary Separation Incentive Pay (VSIP), and VSIP Phase II for employees up to the GS-15 or equivalent pay level, including nonappropriated fund employees.

3. This authority will be used to reduce or restructure the civilian workforce to create vacancies for the placement of surplus employees who may be subject to involuntary separation by reduction-in-force actions.

4. This authority will be exercised in strict compliance with applicable laws, policies, regulations, standards, decisions, and other requirements as prescribed by DA, DOD, Congress, the President, or outside control agencies.

5. This authority may be not be further delegated.

A handwritten signature in black ink, appearing to read "B. Hodges", with a long horizontal flourish extending to the right.

FREDERICK "BEN" HODGES
Lieutenant General, USA
Commanding