DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
EUROPE REGION OFFICE
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IMEU-HRD-C

17 April 2007

MEMORANDUM FOR Garrison Commanders in the Army in Europe

SUBJECT: IMCOM-Europe Pay-Setting Authority

1. Reference e-mail, HQ IMCOM, 28 March 2007, subject: HQ IMCOM Implementing Instruction for NSPS, Release #4 - Compensation Strategy and Pay Setting Authorities (*http://www.imcom-europe.army.mil/sites/divisions/docs/Email_on_Release_4.txt*).

2. In accordance with the reference, garrison commanders (GCs), garrison managers (GMs), and deputy garrison commanders (DCGs) have been delegated the authority for pay setting as the authorized management official (AMO) in their garrisons. The AMO has final authority to set pay for positions below the garrison director level, subject to the limitations outlined in the enclosure.

3. This authority may not be delegated further.

4. The Director, IMCOM-Europe, or the Deputy Director, IMCOM-Europe, retain authority for setting the pay for garrison directors and positions that report directly to a GC (or GM) or DGC.

RUSSELL B. HALL
Director

Encl
Roster of Pay-
Setting Authorities

Roles in IMCOM Pay Setting

Designation	Position	Role
Supervisor	1st or 2nd line Supv or Mgr	Conducts analysis, documents form, recommends pay
Intermediate Authorized Management Official (IAMO)	Garrison Director Region Div Chief HQ Div Chief AEC Div Chief FMWRC Directors	Endorses or modifies supervisor recommendation
Authorized Management Official (AMO)	GC/GM/DGC Region Dir/Deputy HQ Exec Director AEC Deputy Cdr FMWRC Deputy Cdr	Approval authority for pay setting Note: AMO at higher level will approve pay for IAMO at lower level
Higher Level Management Official (HLMO)	Deputy Commanding General, IMCOM	Approves pay (if necessary) and as required by Pay Setting regulations Refer to next chart

Pay Setting Delegations (SEL Decision)

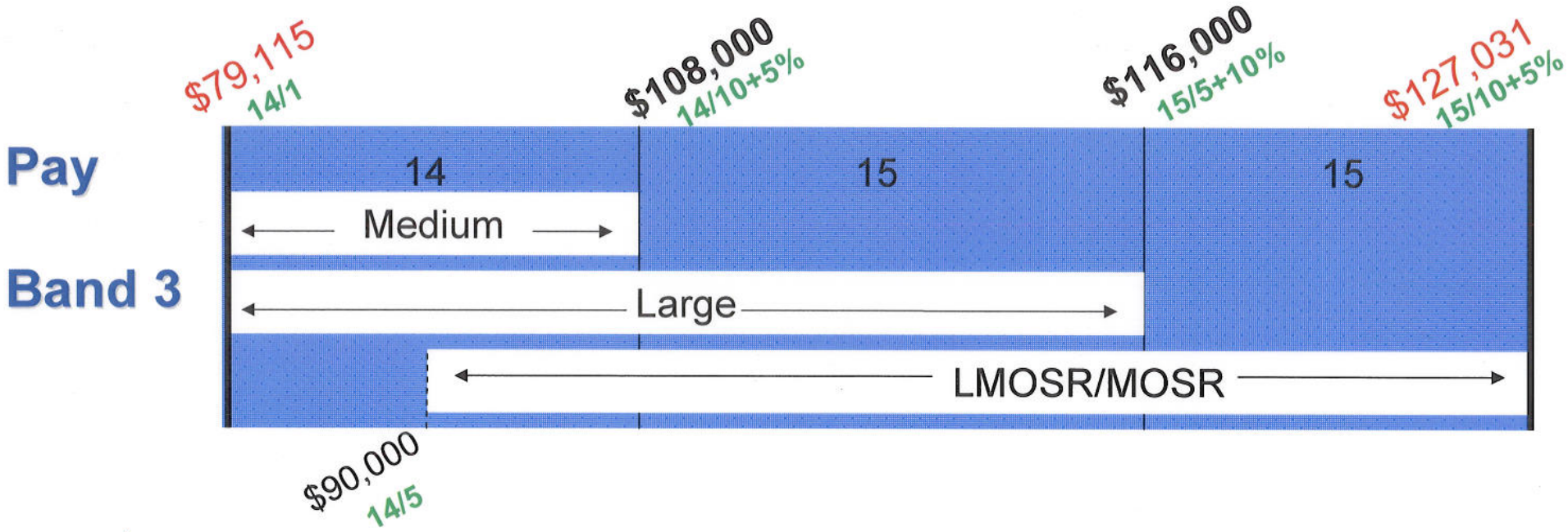
Delegate to:	% Increase	Type Action
Supervisor / IAMO	6% above base salary (required)	Promotion
Authorized Management Authority (AMO)	up to 30% above step 1	New Hire
	up to 20% above base salary	Promotion
	up to 5% above base salary	Reassignment
	up to 5% above base salary	Reduction in Band
	up to 10% reduction of base pay	
Higher Level Management Authority (HLMO)	over 30% above step 1	New Hire
	over 20% above base salary	Promotion

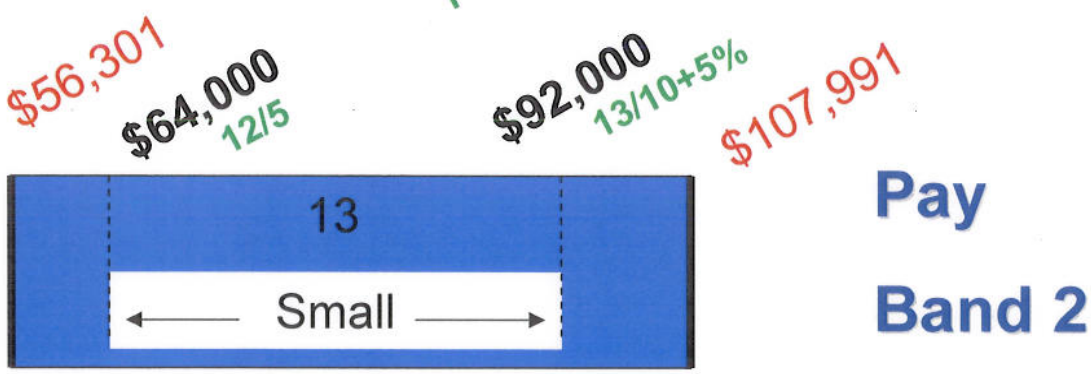
Factors Considered

- Pay parameters established to provide maximum flexibility to attract candidates with requisite skills
- Provide opportunity for pay growth at each location and greater incentive for more challenging assignments
- Ranges established sufficiently broad to attract normal candidate pool
- GS pay scales serves as benchmark

DEPUTY GARRISON COMMANDER POSITIONS

Compensation Parameters



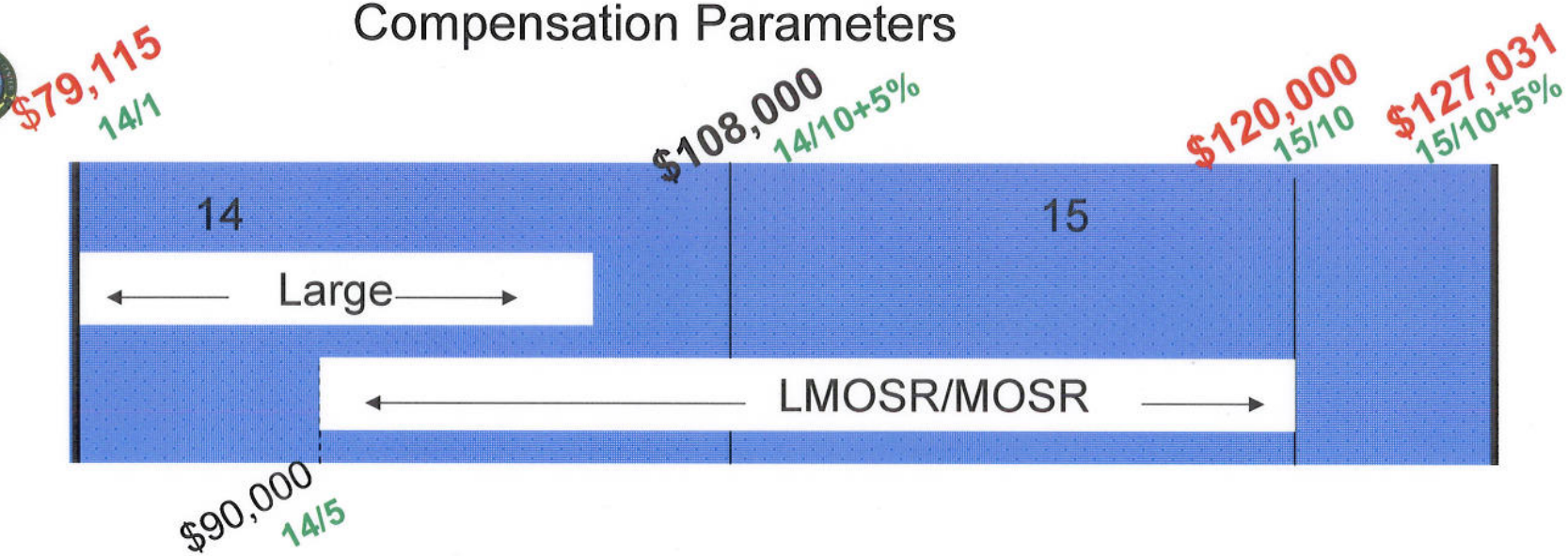


Recruitment salaries may be narrowed based on desired applicant pool.

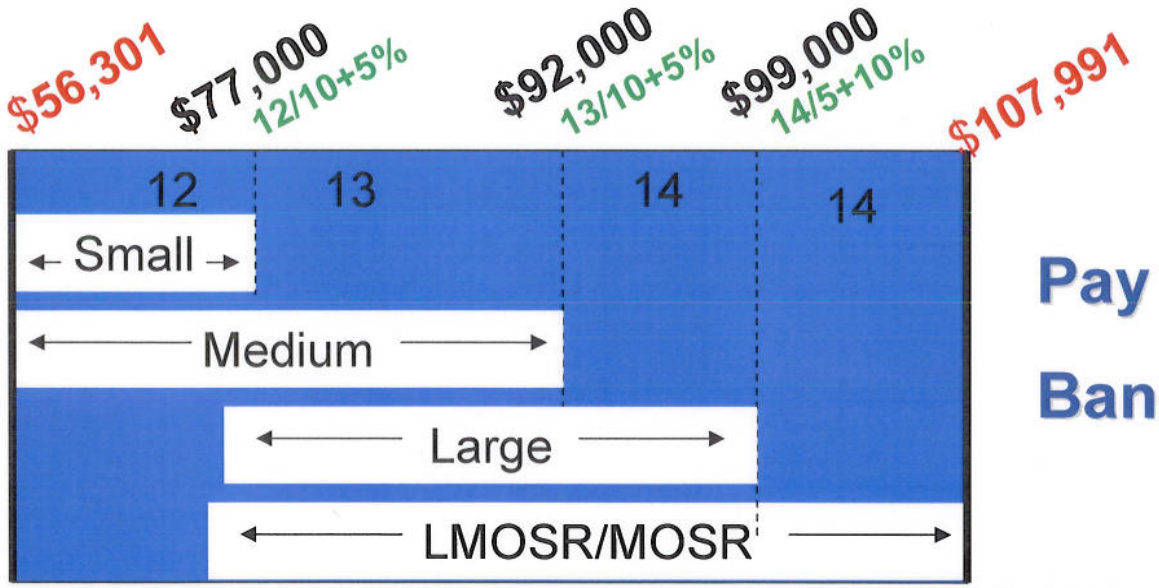
OTHER KEY GARRISON POSITIONS

Compensation Parameters

Pay Band 3



Pay Band 2



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