

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, PERSONNEL
UNIT 29351
APO AE 09014

AEAGA-CE (690-536)

11 AUG 1998

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Pay Retention upon Selection for a Position at an Overseas Location

1. References:

- a. DA Message, PECC-PSO, 251200Z Jun 87, subject as above (encl).
- b. USAREUR Regulation, 690-530, 24 Aug 95 USAREUR Paysetting Policy.

2. This memorandum reminds addressees of the requirements for granting pay retention to eligible employees selected for positions at an overseas location. The conditions which must be met are:

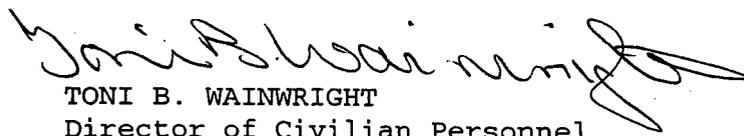
- a. The position to be filled must be filled through a formal competitive recruitment program; and
- b. All potential applicants must be advised in writing that pay retention will be offered to successful applicants whose pay would otherwise be reduced if selected for a lower graded position.

3. Applicants selected non-competitively for a change to lower grade, i.e., where an individual forwards an unsolicited application, will not be granted pay retention.

4. HQ USAREUR/7A POC is Ms. Donna Riney, Policy Management Division, 370-3153.

FOR THE DEPUTY CHIEF OF STAFF, PERSONNEL:

Encl
as


TONI B. WAINWRIGHT
Director of Civilian Personnel
United States Army, Europe

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Chief,
BENELUX Civilian Personnel Advisory Center, ATTN: AEAGA-CBX, CMR 451,
APO AE 09708-6105
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SUBJECT: Pay Retention upon Selection for a Position at an Overseas Location

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Wuerzburg Civilian Personnel Advisory Center, Schweinfurt Branch
Office, CMR 457, APO AE 09033
Director, USAREUR Civilian Personnel Operations Center, Unit 29150,
APO AE 09100

*Bad Kreuznach
Menwith Hill*

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SUBJECT: Pay Retention upon Selection for a Position at an Overseas
Location

CF:

COMMANDER

V CORPS, ATTN: AETV-CP, Unit 29355, APO AE 09014

21st TAACOM, ATTN: AERPE-CP, Unit 23303, APO AE 09263

ODCSPER-CPD, ATTN: C/P&E Div

ODCSPER-CPD, ATTN: C/PM Div

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R 251200Z JUN 87

FM CHUSA CIVPERCEN ALEXANDRIA VA // PECC-FSO

TO AIG 9150

INFO AIG 9893

ACCT DA-BHCSVD

BT

UNCLAS

SUBJECT: PAY RETENTION UPON SELECTION FOR A POSITION AT AN OVERSEAS LOCATION

A. DAPE-CPE LETTER, 24 MAR 87. SUBJECT: GRADE AND PAY RETENTION

1. ABOVE REFERENCE TRANSMITTED FOR APPLICATION THE 13 FEB 87 REVISED OASD MEMORANDUM ON GRADE AND PAY RETENTION. PARAGRAPH B (10) OF THE OASD MEMORANDUM ADDED A NEW FEATURE FOR PAY RETENTION WITHIN DOD. THIS ALLOWS FOR THE GRANTING OF PAY RETENTION WHEN AN EMPLOYEE APPLIES THROUGH A FORMAL RECRUITMENT PROGRAM AND IS SELECTED FOR A POSITION AT AN OVERSEAS LOCATION.

2. THE PURPOSE OF THIS MESSAGE IS TO PROVIDE GUIDANCE ON THE PROPER APPLICATION OF THIS NEW PAY RETENTION PROVISION. THERE ARE THREE CONDITIONS STIPULATED IN THE MEMORANDUM, NAMELY:

- (A) THE POSITION TO BE FILLED MUST BE AT AN OVERSEAS LOCATION
- (B) IT MUST BE FILLED BY OPERATION OF A FORMAL RECRUITMENT

PROGRAM

(C) ALL POTENTIAL APPLICANTS MUST BE ADVISED IN WRITING THAT PAY RETENTION WILL BE OFFERED TO SUCCESSFUL APPLICANTS WHO ARE SELECTED FOR A LOWER GRADE.

3. THE INTENT OF THIS PAY RETENTION PROVISION WAS TO FACILITATE THE FILLING OF OVERSEAS VACANCIES WITH WELL QUALIFIED INDIVIDUALS WHO ARE RECRUITED PRIMARILY FROM THE UNITED STATES. FOR IT TO APPLY TO EMPLOYEES ALREADY OVERSEAS, THE SELECTED INDIVIDUAL WOULD HAVE TO REQUIRE A PERMANENT CHANGE OF STATION MOVE AND WOULD HAVE TO BE SELECTED AS A RESULT OF A RECRUITMENT EFFORT THAT HAD BEEN EXTENDED OUTSIDE OF THE OVERSEAS COMMAND INVOLVED (E. G. APPEARED ON AN ARMY-WIDE REFERRAL LIST).

4. SELECTION OF AN INDIVIDUAL, WHETHER FROM THE UNITED STATES OR ANOTHER OVERSEAS COMMAND, MUST BE THE RESULT OF REGULARLY USED FORMAL RECRUITMENT EFFORTS. IF AN INDIVIDUAL FORWARDS AN UNSOLICITED APPLICATION TO AN OVERSEAS LOCATION FOR CONSIDERATION FOR SELECTION TO A LOWER GRADE JOB AT A SPECIFIC LOCATION OR FOR A SPECIFIC JOB AND IS SELECTED FROM THE APPLICANT SUPPLY FILE BEFORE ANY OTHER EXTERNAL RECRUITMENT IS INITIATED, PAY RETENTION WOULD NOT BE GRANTED. HOWEVER, IF, FOR EXAMPLE, AN APPLICATION IS SUBMITTED TO THE RECRUITMENT CENTER FOR THE OVERSEAS COMMAND IN RESPONSE TO A PUBLISHED LISTING OF ANTICIPATED VACANCIES, THEN PAY RETENTION WOULD APPLY. THE POINT HERE IS THAT THE OVERSEAS RECRUITMENT CENTER IN ACKNOWLEDGING RECEIPT OF THE APPLICATION WOULD HAVE TO INFORM APPLICANTS FOR LOWER GRADE JOBS WHETHER OR NOT PAY RETENTION WOULD APPLY IF SELECTED.

5. ON 23 APRIL 1987, PECC-CMO ISSUED A MESSAGE ON THE NEW PAY RETENTION FEATURE. THAT MESSAGE SATISFIES THE WRITTEN NOTIFICATION REQUIREMENTS IF SELECTION IS MADE FROM A REFERRAL LIST ISSUED BY CIVPERCEN.

6. REQUESTS FOR ADDITIONAL CLARIFICATION, IF DESIRED, SHOULD BE SUBMITTED TO HODA (PECC-FSO) ATTENTION JOHN MOYR IFFE. THIS MESSAGE HAS BEEN COORDINATED WITH CASD (CPP)

BT

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29.06.87 04752
HQ USAFEUR & TA, ODCSPER-CPD

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