



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON RHEINLAND-PFALZ
UNIT 23152
APO AE 09067-3152

26 April 2023

AMIM-RPG-ZA

MEMORANDUM FOR United States Army Garrison Rheinland-Pfalz (USAG RP),
Army Support Activity – Black Sea (ASA-BS), Unit 87001, APO AE 09749

SUBJECT: Recruitment, Relocation and Retention (3Rs) Incentives for USAG RP,
Civilians Assigned to Army Support Activity – Black Sea (Cmd Memo 2023- 007)

1. References:

a. AMIM-HRC-S, memorandum, (Procedural Guidance – Civilian Recruitment, Relocation, Retention (3Rs) and Enhanced Retention Incentives), 21 September 2021.

b. AMIM-EUR-HR, memorandum, (IMCOM-Europe Command Policy Letter # 16, Civilian HR Delegation Authorities Matrix and Issuance of Civilian and Military Awards), 03 January 2022.

2. ASA/BS will forward 3Rs requests to the Directorate Human Resources (DHR) and DHR will review and staff for approval. All requests will follow the guidance issued by IMCOM prior to approval. All requests must be approved prior to assignment and/or beginning of new tour period.

3. The command will pay as installments to match the time/tour and service being performed. 3Rs incentives will only be offered if requested by the new employee in response to a job offer or if management is offering the incentive in response to a declination for employment. Retention incentives will only be authorized when proof is provided the individual would have left federal service if not offered.

4. The command establishes the following limits:

a. Mihail Kogălniceanu Air base (MKAB), Romania

(1) Recruitment incentive up to 12.5%

(2) Relocation incentive up to 10%

(3) Retention incentive up to, first Overseas Tour Extension 10%, Second Overseas Tour Extension 5%

b. Novo Selo Training Area (NSTA), Bulgaria

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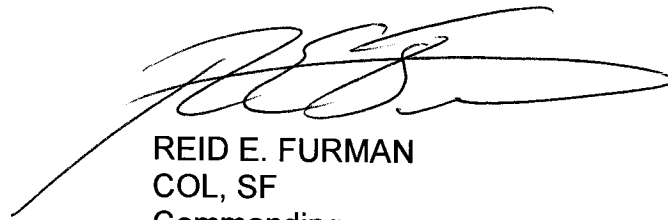
(1) Recruitment incentive up to 25%, any request over 12.5% must be forwarded to Region for approval.

(2) Relocation incentive up to 12.5%.

(3) Retention incentive up to, first Overseas Tour Extension 12.5%, Second Overseas Tour Extension 10%.

5. The Army recognizes assignments to Romania and Bulgaria are “Hard-to-Fill” per the latest listing of Army positions (encl 1). Declination rates for assignments to Romania and Bulgaria remain above 25% per year. Austere working and living conditions impact hiring. While the Romania civilian tour length has been increased to 2 years, accompanied or unaccompanied, basic services (Schools, Health, and Installation) are limited. Bulgaria civilian tour length remains an 18- month unaccompanied tour.

6. Point of contact for this memorandum is the Director of Human Resources at DSN 541-1000.



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Commanding