

Matrix of ASA(M&RA) Delegated Civilian Human Resources (CHR) Authorities

#	Subject / Description	References	Expiration Date	Delegated To	Special Instructions	Reporting Requirements
		memorandum 1 Mar 2006, subj; Delegation of Authority for Age Waivers for Air Traffic Controllers Mandatory Separation				
13	<i>Student Loan Repayment Program</i> Authority to approve student loan repayments	OUSD (P&R) Memo, Sep 30, 2004, subj: DoD Student Loan Repayment Program [Delegates authority to Secretaries of Military Departments] Secretary of the Army memorandum, 13 Oct 2010, subj: Department of Defense (DoD) Student Loan Repayment Program [Delegates authority to the ASA(M&RA) with authority to further delegate in writing] Supersedes: DCS G-1 memo, 22 Mar 2005, subj: Department of Defense (DoD) Student Loan Repayment Program	Sep 30, 2013	Administrative Assistant to the Secretary of the Army* Commanders of: - Army Commands; - Army Service Component Commands; and - Direct Reporting Units	Authority may be further delegated in writing to the lowest practical organizational level to ensure timely hiring decisions in support of mission requirements, but not lower than managers and supervisors, and officials managing centralized intern or training programs. The DCS, G-1 will issue additional instructions and procedures as necessary to support operational requirements and ensure the appropriate use of the delegated authority.	DoD Component must furnish a copy of the implementing guidance to DUSD (CPP). Upon request, DoD components will provide DoD with fiscal year data on the number of employees receiving the loan repayment incentive, the pay plan, series, grade of each recipient, and the total cost of the student loan repayment incentive.
14	<i>Credit for Prior Non-Federal Work Experience and Certain Military Service for Determining Annual</i>	DoDI 1400.25, Vol 631, Aug 31, 2009, subj: DoD Civilian Personnel Management System: Credit for Prior Non-Federal Experience and Certain Military Service for	Sep 30, 2013	Administrative Assistant to the Secretary of the Army* Commanders of:	Authority may be further delegated in writing to the lowest practical organizational level to ensure timely hiring decisions in support of mission requirements, but not lower	Use of this incentive requires command reports be submitted annually through AG-1(CP) to ASA(M&RA).

* For purposes of this delegation, the Principal Officials of the Headquarters, Department of the Army, their staffs and other elements, Field Operating Agencies, and Staff Support Agencies not specifically named as delegates of the described authority fall under the purview of the Administrative Assistant to the Secretary of the Army.

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	<p><i>Leave Accrual Rate</i></p> <p>Authority to authorize service credit for new employees for the purpose of determining annual leave accrual. Credit may be given for prior work experience obtained in non-Federal and certain military service if it relates directly to the skills required for the position under recruitment.</p>	<p>Determining Leave Accrual Rate [Delegates authority to Secretaries of Military Departments with authority to further delegate in writing]</p> <p>Secretary of the Army Memo, 13 Oct 2010, subj: Delegation of Authority – Credit for Prior Non-Federal Experience and Certain Military Service for Determining Leave Accrual Rate [Delegates authority to the ASA(M&RA) with authority to further delegate in writing]</p>		<ul style="list-style-type: none"> - Army Commands; - Army Service Component Commands; and - Direct Reporting Units 	<p>than a selecting official.</p> <p>Authorizing service credit for prior non-federal work experience and certain military service is not an entitlement but is meant to provide hiring officials with an additional tool to meet Command Human Capital Management Plans.</p> <p>The DCS G-1 will issue additional instructions and procedures as necessary to support operational requirements and ensure the appropriate use of this incentive. Implementing guidance and instructions will be updated as required to incorporate changes necessitated by amendments to rule, law, regulation or higher authority guidance.</p> <p>Delegates are required to establish plans for utilizing this incentive; provisions to monitor its use and effectiveness; maintenance of documentation; and plans for further delegations. Plans will be maintained by the AG-</p>	

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