



SECRETARY OF THE ARMY
WASHINGTON

May 30, 2014

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER
AND RESERVE AFFAIRS)

SUBJECT: Delegation of Authority – Expedited Hiring Authority for Acquisition
Positions

1. References:

a. Office of the Secretary of Defense Memorandum, August 28, 2010, subject:
Implementation of Expedited Hiring Authority for Select Defense Acquisition Workforce
Positions.

b. Assistant G-1 for Civilian Personnel Memorandum, April 28, 2011, subject:
Department of Army Expedited Hiring Authority (EHA) Supplemental Policy Guidance
and Reporting Instructions for Select Acquisition Workforce Positions.

c. Title 10, United States Code, Sections 1705 and 1721.

d. Secretary of the Army Memorandum, dated October 13, 2010, subject:
Delegation of Authority – Implementation of Expedited Hiring Authority for Acquisition
Positions (hereby rescinded).

e. Secretary of the Army Memorandum, dated September 30, 2013, subject:
Extension of Delegation of Civilian Human Resources Authorities (hereby rescinded).

f. Assistant Secretary of the Army Memorandum, dated March 31, 2014, subject:
Issuance of New Delegations of Civilian Human Resources (CHR) Authorities and
Extensions of Previous Delegations of CHR Authorities (hereby rescinded).

2. I hereby delegate to the Assistant Secretary of the Army (Manpower and Reserve
Affairs) the authority under section 1705(g) of Title 10, United States Code, to recruit
and appoint qualified individuals directly to designated acquisition positions for which
there exists a shortage of candidates or there is a critical hiring need, consistent with
reference 1.a. The authority will be exercised consistent with the above references.

3. When the position of the Assistant Secretary of the Army (Manpower and Reserve
Affairs) (ASA(M&RA)) is vacant, as defined by the law governing vacancies, or the
ASA(M&RA) is temporarily absent or otherwise not available to take timely action, the
Principal Deputy Assistant Secretary of the Army (PDASA(M&RA)) or the designated
Senior Official performing the duties of the ASA(M&RA) may exercise the authorities set
forth in paragraph 2, above.

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4. Unless expressly prohibited or restricted by law, directive, regulation, or policy, or as set forth herein, the ASA(M&RA), the PDASA(M&RA) or the designated Senior Official, as appropriate under the circumstances outlined above, may further delegate this authority, in whole or in part, to other Department of the Army officials, down to the lowest practicable level, but not lower than an installation commander or activity head. Should the ASA(M&RA), PDASA(M&RA) or designated Senior Official elect to delegate this authority further, each will remain cognizant of, and accountable for, all actions taken in the exercise of this authority, at any level of the Army. Any further delegation may restrict or condition the delegate's exercise of this authority. A re-delegation of authority shall not be effective unless it is in writing, signed by the ASA(M&RA), PDASA(M&RA) or Senior Official, and has been determined not to be legally objectionable upon review by the Office of the Army General Counsel. No re-delegation shall take effect until a record copy of same has been provided to the Office of the Administrative Assistant for archiving.

5. Although not a limitation on the authority of the ASA(M&RA), PDASA(M&RA) or Senior Official to act in those cases specified above where the proposed decision represents a change in precedent or policy; is of significant White House, Congressional, Department, or public interest; or has been, or should be, of interest or concern to me, for any reason, brief me prior to rendering your decision, unless the exigencies of the situation preclude such action. Continue my practice of coordination with the Office of the Army General Counsel.

6. This delegation is effective immediately and expires April 3, 2017, unless earlier revoked or superseded.

/signed/

John M. McHugh

CF:
Office of the Army General Counsel
Office of the Administrative Assistant