DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0111

SAMR June 13, 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Delegation of Civilian Human Resources Authorities, Version 05-2014, effective June 16, 2014: *Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegations #26 through #36*.

1. References:

a. 10 U.S.C. 3016(b)(2)

b. Headquarters, Department of the Army General Orders No. 1, dated 11 Jun 12, subject: A*ssignment of Functions and Responsibilities Within Headquarters, Department of the Army*

c. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA(M&RA)), June 2, 2014, subject: *Delegation of Civilian Human Resources Authorities – Version 04-2014* (hereby rescinded)

d. Memorandum, ASA(M&RA), dated June 6, 2014, subject: *Designation – Voluntary Early Retirement Authority (VERA) for Nonappropriated Fund (NAF) Employees* (Encl 1)

e. Memorandum, Secretary of the Army (SA), dated June 18, 2014, subject: *Direct Hire Authority (DHA) for Scientific & Engineering Positions Within Personnel Demonstration Laboratories* (Encl 2)

f. Memorandum, ASA(M&RA), dated June 13, 2014, subject: *Authority to Waive the Limitations on Donating Annual Leave* (Encl 3)

g. Memorandum, ASA(M&RA), dated June 18, 2014, subject: *Restoration of Annual Leave – Authority to Approve Exigencies* (Encl 4)

h. Memorandum, SA, dated June 18, 2014, subject: *Civilian Academic Degree Training (ADT)* (Encl 5)

i. Memorandum, SA, dated June 18, 2014, subject: *Expedited Hiring Authority (EHA) for Shortage Category and/or Critical Need Health Care Occupations* (Encl 6)

j. Benefits, Allowances and Gratuities for Department of Defense (DoD) Civilian Employees under Public Law (PL) 109-234, Emergency Supplemental Appropriations Act for Defense, the Global War on Terror, and Hurricane Recovery, June 2006 (Encl 7)

k. Memorandum, SA, dated June 18, 2014, subject: *Designation of Authorized Management Official and Implementation of Pay Plan for Army Civilian Physicians and Dentists Covered by the General Schedule* (Encl 8)

l. Memorandum, SA, dated June 18, 2014, subject: *Hours of Duty and Authority to Determine Adverse Agency Impact Stemming from Flexible and Compressed Work Schedules* (Encl 9)

m. Memorandum, SA, dated June 18, 2014, subject: *Approval of Professional Liability Insurance (PLI) Reimbursement Requests* (Encl 10)

n. Memorandum, SA, dated June 18, 2014, subject: *Pay Pursuant to Title 38 – Additional Pay for Certain Healthcare Professionals* (Encl 11)

2. As I update or otherwise modify my delegations of civilian human resources authorities, I will execute, publish and transmit them to you in sequentially numbered versions of this memorandum and its accompanying matrix. Each successive version of these documents will republish all delegations that remain in force and will rescind all prior versions of those delegations. It is incumbent on you to ensure that you are exercising any authority that I may delegate to you in accordance with the most current version of these documents. This memorandum and the *Matrix of ASA M&RA Delegated Civilian Human Resources (CHR) Authorities*, *Version 05-2014, dated June 16, 2014* (Encl 12) comprise the fifth and most current version of my delegations of civilian human resources authorities in Calendar Year 2014.

3. It should be noted that for purposes of these delegations, 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 fall under the purview of the Administrative Assistant to the Secretary of the Army. These delegations are effective immediately and expire as stated in the accompanying matrix, unless earlier suspended, rescinded or superseded by me.

4. Through this memorandum and its accompanying matrix, I hereby affirm and reissue delegations #1 through #25 and issue the following *Delegations of Civilian Human Resources (CHR) Authorities*:

SUBJECT: Delegation of Civilian Human Resources Authorities, Version 05-2014, effective June 16, 2014: Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegations #26 through #36.

a. Delegation #26, *Designation – Voluntary Early Retirement Authority (VERA) for Nonappropriated Fund (NAF) Employees* (Reference 1.d.)

b. Delegation #27, *Direct Hire Authority (DHA) for Scientific & Engineering Positions Within Personnel Demonstration Laboratories* (Reference 1.e.)

c. Delegation #28, *Authority to Waive the Limitations on Donating Annual Leave* (Reference 1.f.)

d. Delegation #29, *Restoration of Annual Leave – Authority to Approve Exigencies* (Reference 1.g.)

e. Delegation #30, *Civilian Academic Degree Training (ADT)* (Reference 1.h.)

f. Delegation #31, *Expedited Hiring Authority (EHA) for Shortage Category and/or Critical Need Health Care Occupations* (Reference 1.i.)

g. Delegation #32, Benefits, Allowances and Gratuities for Department of Defense (DoD) Civilian Employees under Public Law (PL) 109-234, Emergency Supplemental Appropriations Act for Defense, the global War on Terror, and Hurricane Recovery, June 2006 (Reference 1.j.)

h. Delegation #33, *Designation of Authorized Management Official and Implementation of Pay Plan for Army Civilian Physicians and Dentists Covered by the General Schedule* (Reference 1.k.)

i. Delegation #34, *Hours of Duty and Authority to Determine Adverse Agency Impact Stemming from Flexible and Compressed Work Schedules* (Reference 1.l.)

j. Delegation #35, *Approval of Professional Liability Insurance (PLI) Reimbursement Requests* (Reference 1.m.)

k. Delegation #36, *Pay Pursuant to Title 38 – Additional Pay for Certain Healthcare Professionals* (Reference 1.n.)

5. This memorandum rescinds *Delegation of Civilian Human Resources Authorities – Version 04-2014* (reference 1.c.), and its accompanying matrix. However, existing instructions and guidance issued by the Assistant G-1 for Civilian Personnel remain in effect unless expressly modified or rescinded. Additionally, I hereby authorize and

direct the Assistant G-1 for Civilian Personnel to continue to issue and update implementing guidance and instructions pertaining to these civilian human resources authorities as may be necessitated by changes in rule, law or regulation.

6. As to all delegations set forth in the accompanying matrix, unless expressly prohibited or restricted by law, directive, regulation, or policy, or as set forth herein, a delegate may further delegate authority in writing to other Department of Army officials as provided in the relevant portion of the accompanying matrix. Further delegation may be expressly restricted or conditioned, but will be effective only when it is in writing, signed by the official delegating the authority and has been determined not to be legally objectionable upon review by legal counsel. I will hold the delegates identified in the accompanying matrix responsible for any, and all, actions taken pursuant to these delegations or any further delegations thereof. Should conditions warrant, responsible officials should suspend the use of and/or rescind further delegation of the authority, as appropriate.

7. This memorandum and its accompanying matrix are not a complete compilation of personnel authorities I have delegated or will delegate; certain such authorities have been or will be delegated separately. The delegation numbers will not necessarily remain the same on the next and any future versions of the Matrix of ASA(M&RA) Delegated CHR Authorities.

9. To the extent this memorandum or the accompanying matrix impact employees' conditions of employment, activities are reminded to meet their collective bargaining obligations in its implementation.

/signed/

12 Encls
as

KARL F. SCHNEIDER
Acting Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)
OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. NUGENT)
ASSISTANT G-1 FOR CIVILIAN PERSONNEL
DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY