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

SAMR-ZA

SEP 06 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Delegation of Authority for the National Security Personnel System and Issuance of Department of the Army National Security Personnel System Interim Guidance

1. I have approved the release of the interim guidance for implementing the National Security Personnel System (NSPS) within the Department of the Army (DA). The Interim DA NSPS Policy (Interim Policy) at enclosure 1 and the Interim DA NSPS Instruction (Interim Instruction) at enclosure 2 combine to form the DA NSPS interim guidance, which is effective immediately. This guidance supersedes existing NSPS Army regulations and policies.

2. The final DA policy is subject to the continuing collaboration process which has been initiated. The interim policy and instruction at enclosures 1 and 2 will be superseded by the issuance of the final DA policy and instruction.

3. The implementation of NSPS in the Department represents a landmark transformation of civilian human resource management. Your role in the implementation is critical to the overall success of NSPS. We will actively seek your feedback and lessons learned so that we can improve the guidance and ease the way for future implementation.

4. In accordance with my responsibilities, pursuant to General Order 3, *Assignment of Functions and Responsibilities Within Headquarters, Department of the Army,* dated July 9, 2002 (General Order 3), I hereby delegate NSPS authorities, as set forth in the Interim Policy, to the Commanders of the Army Commands; Commanders of the Army Service Component Commands; Commanders of Direct Reporting Units (to include the U.S. Military Academy); and to the Administrative Assistant to the Secretary of the Army for Principal Officials of the Headquarters, Department of the Army (HQDA), their staffs and other elements, Field Operating Agencies, Staff Support Agencies, and those Direct Reporting Units headed by other than a Commander (to include the U.S. Army Acquisition Support Center) .

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5. I encourage the further delegation of this authority to the lowest practicable level, consistent with the Interim Policy.

6. Although not a limitation on the authority to act in my behalf as specified above, where a proposed decision represents a change in precedent or policy; is of significant White House, Congressional, Department, or public interest; or for any reason has been, or should be, of interest or concern to the Secretary or myself, delegates will brief me prior to the decision unless the exigencies of the situation preclude such action. Moreover, delegates have the continuing responsibility with respect to NSPS, to keep the Secretary and me informed of any and all matters pertinent to our responsibilities, which should be brought to our attention for any reason.

7. This delegation supersedes any previous delegation of authority given to the above delegates. This authority expires two years from the date of this memorandum unless earlier cancelled, modified, or withdrawn.

2 Encls

RONALD J. JAMES
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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