



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

SAMR

October 10, 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Extension of Delegated Civilian Human Resources Authorities and Issuance of *Matrix of ASA (M&RA) Delegated Civilian Human Resources (CHR) Authorities, Version 01-2013*, dated October 1, 2013

1. References:

- a. 10 U.S.C. 3016(b)(2).
- b. Headquarters, Department of the Army General Orders No. 1, *Assignment of Functions and Responsibilities Within Headquarters, Department of the Army*, dated June 11, 2012.
- c. ASA M&RA Memo, *Delegation of Civilian Human Resources Authorities – Version 03-2012*, dated December 3, 2012 (hereby rescinded).
- d. SA Memo, *Extensions of Delegated Civilian Human Resources (CHR) Authorities*, dated September 30, 2013.

2. The Secretary of the Army (SA) delegations of CHR Authorities expire between September 30, 2013, and December 31, 2013. In order to prevent a lapse in personnel authorities, the SA has extended the expiration date of the current delegations to me until March 31, 2014 (reference 1.d.). Accordingly, my staff is in the process of reviewing and preparing new CHR delegations, which will be issued as soon as coordination and approvals are complete. Additionally, I am extending my delegations and issuing Version 01-2013 of the *Matrix of ASA (M&RA) Delegated Civilian Human Resources (CHR) Authorities* (enclosed), which will also extend the current delegation of CHR authorities until March 31, 2014, with the following exceptions:

- a. #2, *Expedited Hiring Authority (EHA) to Appoint Highly Qualified Persons to Shortage Category Health Care Professional Positions*; expired September 30, 2012.
- b. #3, *Increased Annual Premium Pay Limit CY 2010*; all 2010 actions should have been processed by this point in time.

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c. #10, *National Security Personnel System (NSPS) Issuance of Policy Guidance (Authority to Supplement DoD Policy)*; NSPS abolished as of 1 January 2012.

d. #11, *National Security Personnel System (NSPS) Issuance of Policy Guidance (Authority to Implement NSPS)*; NSPS abolished as of 1 January 2012.

e. #27, *Direct Hire Authority for Certain Health-care Professionals*; expired September 30, 2011.

f. #30, *Increased Annual Premium Pay Limit CY 2011*; all 2011 actions should have been processed by this point in time.

3. As I update or otherwise modify my delegations of CHR 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.

4. This memorandum rescinds Delegation of Civilian Human Resources Authorities – Version 03-2012 (reference 1c), and its accompanying matrix. 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, regulation or guidance issued by superior authority.

5. 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.

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6. 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.

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

/signed/

Encl
as

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

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