



SECRETARY OF THE ARMY
WASHINGTON

May 30, 2014

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

SUBJECT: Delegation of Authority – Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation

1. References:

a. Department of Defense Instruction 1400.25, Volume 2001, *DoD Civilian Personnel Management System: Defense Civilian Intelligence Personnel System (DCIPS) Introduction*, 29 Dec 08 [Incorporating Change 1, March 17, 2014].

b. Department of Defense Directive 1400.35, subj: *Defense Civilian Intelligence Personnel System (DCIPS)*, September 24, 2007 [Incorporating Change 1, September 1, 2009].

c. Secretary of the Army Memorandum, dated May 15, 2012, subject: *Delegation of Authority – Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation* (hereby rescinded).

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dated September 30, 2013, subject: *Extension of Delegation of Civilian Human Resources Authorities* (hereby rescinded).

e. Assistant Secretary of the Army (Manpower and Reserve Affairs) Memorandum, dated May 1, 2014, subj: *Delegation of Civilian Human Resources Authorities, Version 03-2014, effective April 30, 2014: Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegation #13, Delegation of Authority – Voluntary Early Retirement Authority (VERA), Voluntary Separation Incentive Pay (VSIP) and VSIP Phase II and Delegation #14, Delegation of Authority to Approve the Meritorious Civilian Service Award* (hereby rescinded)

2. In accordance with the references above, I hereby delegate to the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA(M&RA)) the authority to implement and administer DCIPS for the Army and to issue Army DCIPS policy guidance. This authority shall be exercised consistent with the governing law, regulation, and Department of Defense guidance.

3. When the position of the (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

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the designated Senior Official performing the duties of the ASA(M&RA) may exercise the authorities set forth in paragraph 2, above.

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 Deputy Chief of Staff G-2, referred to in Reference 1.b. as the Functional Chief for Military Intelligence. You will remain cognizant of and accountable for all actions taken in the exercise of this authority by those who have been delegated this authority at any level. Should you elect to re-delegate this authority, you may further restrict or condition your delegate's exercise of the same. A re-delegation of authority shall not be effective unless it is in writing, signed by you, 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 the same has been provided for archiving to the Office of the Administrative Assistant to the Secretary of the Army. I will hold you responsible for any and all actions taken pursuant to this delegation or any re-delegation thereof. Should conditions warrant, you will suspend the use of and/or rescind further delegation of the authority, as appropriate.

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