



SECRETARY OF THE ARMY  
WASHINGTON

May 30, 2014

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

SUBJECT: Delegation of Authority – Employment of Annuitants in Positions GS-15 and Below (or Equivalent)

1. References:

a. Department of Defense (DoD) Instruction 1400.25, Volume 300, December 10, 2008, subject: DoD Civilian Personnel Management System: Employment of Federal Civilian Annuitants in the DoD.

b. Secretary of the Army memorandum, October 13, 2010, subject: Delegation of Authority – Employment of Annuitants in Positions GS-15 and Below (or Equivalent) (hereby rescinded).

c. ASA(M&RA) memorandum, dated May 1, 2014, subject: *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VSIP Phase II and Delegation #14, Delegation of Authority to Approve the Meritorious Civilian Service Award* (hereby rescinded).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. I hereby delegate to the Assistant Secretary of the Army (Manpower and Reserve Affairs) the authority to approve the employment of annuitants in positions at the General Schedule (GS)-15 level and below (or equivalent), consistent with the above reference. The authority will be exercised consistent with the above reference.

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 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 other Department of the Army officials, down to the lowest practicable level, but not lower than an installation commander or activity head.

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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. In addition, the authority to delegate down to a lower level does not include appointments at the GS-15 or below level (or equivalent) of annuitants, who in the past 5 years have served as political appointees (Presidential Appointee, Noncareer SES and Schedule C) or Civilian Senior Executives (CSEs) (includes Senior Executive Service (SES), Scientific and Professional (ST), Senior Level (SL), Defense Intelligence Senior Executive Service (DISES) and Defense Intelligence Senior Level (DISL)). Those appointments must be reviewed and concurred on by the ASA(M&RA).

7. 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