



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

SAMR

June 2, 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Delegation of Civilian Human Resources Authorities, Version 04-2014, effective May 30, 2014: *Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegations #15 through #25, and Extension of Delegations #26 through #33*

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: *Assignment of Functions and Responsibilities Within Headquarters, Department of the Army*
- c. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA M&RA), 1 May 2014, subject: *Delegation of Civilian Human Resources Authorities – Version 03-2014* (hereby rescinded)
- d. Memorandum, Secretary of the Army (SA), May 30, 2014, subject: *Issuance of New Delegations of Civilian Human Resources (CHR) Authorities and Extensions of Previous Delegations of CHR Authorities* (Encl 1)
- e. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Suitability and Fitness Adjudications for Civilian Employees* (Encl 2)
- f. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Reduction in Force* (Encl 3)
- g. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation* (Encl 4)
- h. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Extensions of Employment for Family Members in Foreign Areas* (Encl 5)
- i. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Foreign Area Tour Extensions and Waivers of Physical Presence Requirement* (Encl 6)

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j. Memorandum, ASA M&RA, May 30, 2014, subject: *Delegation of Authority – Recruitment, Relocation and Retention (3Rs) and Enhanced Retention Incentives* (Encl 7)

k. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Employment of Annuitants in Positions GS-15 and Below (or Equivalent)* (Encl 8)

l. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Expedited Hire authority (EHA) for Acquisition Positions* (Encl 9)

m. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Secretary of Defense Medal for the Defense of Freedom* (Encl 10)

n. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – DoD Program for Stability of Civilian Employment* (Encl 11)

o. Memorandum, SA, May 30, 2014, subject: *Delegation of Authority – Lump Sum Severance Payment* (Encl 12)

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 04-2014, dated May 30, 2014* (Encl 13) comprise the fourth and most current version of my delegations of civilian human resources authorities in 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 #14 and issue the following *Delegations of Civilian Human Resources (CHR) Authorities*:

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- a. *Delegation #15, Suitability and Fitness Adjudications for Civilian Employees* (reference 1.e.).
- b. *Delegation #16, Reduction in Force* (reference 1.f.)
- c. *Delegation #17, Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation* (reference 1.g.)
- d. *Delegation #18, Extensions of Employment for Family Members in Foreign Areas* (reference 1.h.)
- e. *Delegation #19, Foreign Area Tour Extensions and Waiver of Physical Presence Requirement* (reference 1.i.)
- f. *Delegation #20, Recruitment, Relocation and Retention (3Rs) and Enhanced Retention Incentives* (reference 1.j.)
- g. *Delegation #21, Employment of Annuitants in Positions GS-15 and Below (or Equivalent)* (reference 1.k.)
- h. *Delegation #22, Expedited Hiring Authority (EHA) for Acquisition Positions* (Reference 1.l.)
- i. *Delegation #23, Secretary of Defense Medal for the Defense of Freedom* (reference 1.m.)
- j. *Delegation #24, DoD Program for Stability of Civilian Employment* (reference 1.n.)
- k. *Delegation #25, Lump Sum Severance Payments* (reference 1.o.)

5. Through this memorandum and its accompanying matrix, I hereby extend *Civilian Human Resources Authorities Delegations #26 through #33* until June 18, 2014.

6. This memorandum rescinds *Delegation of Civilian Human Resources Authorities – Version 03-2014* (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, regulation or guidance issued by superior authority.

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7. 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.

8. 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. Additional updated delegations will be issued no later than June 18, 2014, upon the expiration of the current CHR delegations #26 through #33. 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.

13 Encls  
as

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

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