



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

SAMR

12 FEB 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Delegation of Civilian Human Resources Authorities, Version 01-2016, effective February 12, 2016: *Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication, and Transmission of Delegation #31.*

1. References:

a. Title 10, United States Code, Section 1599c, Health care professionals: enhanced appointment and compensation authority for personnel for care and treatment of wounded and injured members of the armed forces.

b. Memorandum, Office of the Under Secretary of Defense (Personnel and Readiness), December 14, 2015, subject: Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations.

c. Memorandum, Secretary of the Army, February 8, 2016, subject: Delegation of Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations

d. Memorandum, Secretary of the Army, June 18, 2014, subject: Delegation of Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations (rescinded).

e. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs), September 28, 2015, subject: Delegation of Civilian Human Resources Authorities, Version 01-2015, effective September 04, 2015: *Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegation #11* (rescinded).

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 01-2016, dated 12 February, 2016* (enclosed) comprise the first and most current version of my delegations of civilian human resources authorities in Calendar Year 2016.

SAMR

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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 #30, and #32 through #36, issue the *Delegation #31, Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations*. The authority to recruit and appoint qualified persons directly in the competitive service and into designated shortage category positions and/or critical need health care occupations, consistent with reference 1b., is delegated to the Administrative Assistant to the Secretary of the Army, and Commanders of Army Commands, Army Service Component Commands, and Direct Reporting Units. The recruit and appoint authority may be delegated down to the lowest practical level, but not lower than the installation commander or activity head. The authority to approve requests for non-selection of Veterans with a compensable service-connected disability of 30% or more may be further delegated in writing, but only to the Deputy Surgeon General or equivalent. Note: This memorandum rescinds Delegation #31, Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations, which expired December 31, 2015.

5. In addition to the provisions outlined in paragraph 4 above, this memorandum rescinds *Delegation of Civilian Human Resources Authorities - Version 01-2015* (Reference 1d), 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 or regulation.

6. 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,

SAMR

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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.

7. 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. 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.

  
DEBRA S. WADA

Encl

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Subject /Description	References	Expiration Date	Delegated To	Special Instructions	Reporting Requirements
<p>Expedited Hiring Authority (EHA) for Shortage Category and/or Critical Need Health Care Occupations</p> <p>Authority to appoint qualified individuals to shortage category and/or critical need healthcare professional positions, as designated by the Department of Defense</p>	<p>USD(P&amp;R) Memo, Dec 14, 2015, subj: Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations [Delegates authority to Secretaries of Military Departments with authority to further delegate in writing]</p> <p>Secretary of the Army Memo, February 8, 2016, subj: Delegation of Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations [Delegates authority to the ASA(M&amp;RA) with authority to further delegate in writing]</p> <p>Supersedes:</p> <p>Secretary of the Army Memo June 18, 2014, subj: Delegation of</p>	<p>31 DEC 2020</p>	<p>Appointing Authority is delegated to:</p> <p>Administrative Assistant to the Secretary of the Army</p> <p>Commanders of:</p> <ul style="list-style-type: none"> <li>- Army Commands;</li> <li>- Army Service Component Commands; and</li> <li>- Direct Reporting Units</li> </ul> <p>Authority to approve non-selection of 30% or more disabled veterans (when appropriate) is delegated to Deputy Surgeon General or equivalent.</p>	<p>Appointing authority may be further delegated in writing to Department of the Army officials, down to the lowest practical level, but no lower than the installation commander or activity head.</p> <p>Request for designation of additional health care professional occupations as shortage category positions must be submitted thru the Office of The Surgeon General to AG-1(CP) for OSD approval.</p> <p>The DCS, G-1 will issue additional instructions and procedures as necessary to support operational requirements and ensure the appropriate use of the delegated authority. Current guidance issued by the AG-1(CP) remains in effect. Guidance issued will be updated as required to incorporate changes necessitated by change in rule, law, regulation or higher authority guidance.</p>	<p>Annual reporting required as outlined in USD(P&amp;R) memorandum.</p>

Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations				
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