



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY, PACIFIC
FORT SHAFTER, HAWAII 96858-5100



REPLY TO
ATTENTION OF :

APPE-CP

21 November 2002

MEMORANDUM FOR

Commander, 25th Infantry Division (Light) and U.S. Army, Hawaii, Schofield Barracks,
HI 96857-6000

Commander, U.S. Army Alaska, 600 Richardson Drive, Fort Richardson, AK
99505-5000

Commander, U.S. Army Japan/9th Theater Support Command, Unit 45005, APO AP
96343-5005

Commander, 9th Regional Support Command, 1557 Pass Street, Fort Shafter Flats,
Honolulu, HI 96819-2315

Commander, 196th Infantry Brigade, Fort Shafter, HI 96858-5300

SUBJECT: Delegation of Authority to Review and Fill Supervisory and Managerial
Positions

1. Reference memorandum, Acting Secretary of the Army, 23 February 2001, subject: Department of the Army Hiring Controls (encl).
2. The Acting Secretary of the Army issued guidance on filling supervisory and managerial positions to support the President's initiative to flatten the Federal bureaucracy and to reduce the number of high-level managerial positions. The guidance requires that the filling of all supervisory and managerial positions be reviewed on a case-by-case basis to ensure compliance with the spirit and intent of the President's initiative.
3. The Acting Secretary delegated to Commanders of major Army commands the authority to review and fill supervisory and managerial positions with the authority to redelegate to major subordinate command (MSC) Commanders. Therefore, I am delegating this authority to the Commanders of the MSCs. Commanders may redelegate this authority to subordinate commanders one level below the MSC when appropriate. This authority may not be further delegated. Commanders should exercise this authority using sound judgment and make decisions to establish or fill a supervisory or managerial position based on operational and mission needs, prudent position management, and sound fiscal management.

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4. A few categories of positions are exempt from this review. They are firefighters, police and other law enforcement officers, security, child care, health care, and safety positions. You may submit requests for additional exemptions you believe are justified through your servicing Civilian Personnel Advisory Center to the G1/Deputy Chief of Staff for Personnel, Civilian Personnel Division.

5. The point of contact is G1/DCSPER, Civilian Personnel Division, DSN (315) 438-8679.

Encl


JAMES L. CAMPBELL
Lieutenant General, USA
Commanding



DEPARTMENT OF THE ARMY
WASHINGTON, D.C. 20310
February 23, 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Department of the Army Hiring Controls

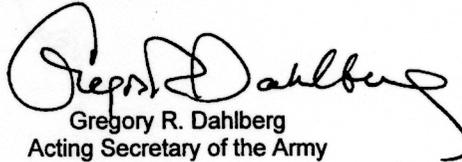
The President has communicated his goal to flatten the Federal bureaucracy and reduce the number of high-level managerial positions. In accordance with this goal, the Secretary of Defense forwarded the enclosed February 9, 2001, memorandum delegating the authority to appoint, promote, or reassign individuals to positions consistent with the President's initiative. To support the President and the Secretary of Defense, I am establishing the following procedures for filling supervisory and managerial positions in the Department of the Army.

The authority to review and fill supervisory and managerial positions under this guidance is delegated to commanders of major Army commands and the Administrative Assistant to the Secretary of the Army. This authority may be redelegated to heads of subordinate commands and activities.

The filling of all supervisory and managerial positions must be reviewed on a case-by-case basis to ensure compliance with the spirit and intent of the President's initiative. Managerial positions are those in which incumbents direct the work of an organization and are held accountable for the success of specific line and staff functions and evaluate organization effectiveness, objectives, and resource utilization.

Supervisory and managerial positions in the following categories are exempt from review and may be filled by procedures in place prior to January 20, 2001: firefighters, police and other law enforcement officers, security, child care, health care, and safety positions. You may submit additional exemptions that you believe meet the spirit and intent of this initiative to the Assistant Secretary of the Army (Manpower and Reserve Affairs) for consideration and approval.

This memorandum does not negate the direction provided by the Secretary of Defense in paragraphs b and c of his February 9, 2001, memorandum.


Gregory R. Dahlberg
Acting Secretary of the Army

Enclosure