

DEPARTMENT OF ENERGY
NATIONAL NUCLEAR SECURITY ADMINISTRATION REDELEGATION OF AUTHORITY ORDER NO.
NAMB-DEL-MBHR-2024
TO THE DIRECTOR, OFFICE OF HUMAN RESOURCES

1. REDELEGATION. Under the authority vested in me as the Associate Administrator for Management and Budget (MB) by Delegation Order No. S5-DEL-NAMB-2018, I delegate to the Director, Office of Human Resources, authority to take the following actions:
 - 1.1 The authority (sec. 3212(d) of P. L. 106-65) to develop and prescribe NNSA-wide HR programs and guidelines governing the efficient administration of all applicable competitive and excepted service personnel programs. This authority includes (but is not limited to) Demonstration Project position classification, delegated competitive examination, merit recruitment, leave administration, pay administration, hours of work, benefits, employee relations, performance management, workforce planning, staffing, personnel suitability and security, incentives, human capital evaluation, etc.
 - 1.2 The authority to take and direct the full range of actions relating to the compensation of Administration personnel related to the approval and payment of recruitment, relocation, and retention incentives and Student Loan Repayment Program (SLRP) payments. This authority includes, but is not limited to, the approval, and disapproval of all aspects of recruitment, relocation, and retention incentives and SLRP requests, service agreements related to those programs, and incentive terminations.
 - 1.3 The authority to classify and certify positions (pursuant to section 5107 of title 5, United States Code (U.S.C.), and sec. 3241 of P. L. 106-65) throughout the NNSA, including competitive service Demonstration Project positions and excepted service positions (with the exception of those EN positions subject to the Administrator's ERB), the authority to determine which Office of Personnel Management (OPM) job classifications are included in these excepted service positions (such determinations subject to consultation and concurrence by the NNSA Office of General Counsel), and the authority to approve and certify final agency classification appeal decisions filed by employees across the NNSA enterprise.
 - 1.4 The authority to approve appointments, promotions, and details to positions across NNSA under a myriad of federal statutory authorities (5 U.S.C. 3101, 3301, sec. 3241 of P. L. 106-65, et al.), including appointments of experts and consultants. This authority does not extend to Senior Executive Service (SES) appointments, appointments to EN excepted service positions subject to the Secretary's and Administrator's ERBs, and appointments to Senior Level (SL) and Scientific and Professional (ST) positions.

- 1.5 The responsibility (conferred by 5 U.S.C. 2302) for preventing prohibited personnel practices when taking, or when directing others to take, recommend or approve, any personnel action.
 - 1.6 The authority to approve competitive area designations and changes in competitive areas across NNSA, to notify OPM of changes in competitive areas that will be in effect less than 90 days prior to the effective date of a reduction in force (RIF), and to approve the RIF notifications and plans of NNSA components.
 - 1.7 The authority to approve performance management plans for NNSA components prior to implementation, approve NNSA's incentive awards plans, and authorize monetary incentive awards for individual employees and on-the-spot awards up to the pre-approved monetary limits.
 - 1.8 The responsibility for overseeing the administration of HR programs across the enterprise through a planned program of systemic evaluation designed in complement with the merit principles underlying OPM's Human Capital Framework Evaluation Program.
 - 1.9 The responsibility for overseeing the conduct of an integrated program of workforce analysis and managed staffing across the enterprise.
 - 1.10 The responsibility to oversee the preparation and execution of personnel actions for positions above pay band IV/GS-15 (e.g., SES, SL, and ST) and EN excepted service positions in pay band IV with a salary at or above mid-range SES salary, or in EN pay band V, which the Administrator's and Secretary's ERB Chairs have approved.
 - 1.11 The authority (5 U.S.C. 3372) to arrange Intergovernmental Personnel Act assignments and to enter into agreements involving employees in positions at pay band IV, GS-15 and below, or in excepted service positions pay band IV (with a salary below the ES-1 rate of basic pay for the SES) and below. This authority does not cover agreements with respect to established SES positions and EN excepted service positions, and SL and ST positions, subject to the Secretary's and Administrator's ERBs.
2. RESCISSION. None.
 3. LIMITATION.
 - 3.1 In exercising the authority delegated in this Order, the delegate shall be governed by the rules and regulations of the Department of Energy, the National Nuclear Security Administration, and the policies and procedures prescribed by

the Secretary and Under Secretary for Nuclear Security/NNSA Administrator.

- 3.2 Nothing in this Order precludes the Under Secretary for Nuclear Security/NNSA Administrator or the Associate Administrator for Management and Budget from rescinding, modifying, superseding, and otherwise exercising these authorities whenever it is judged necessary for proper personnel administration and management effectiveness.
 - 3.3 Nothing in this Order shall be construed to supersede or otherwise interfere with the authorities provided to the Under Secretary for Nuclear Security / NNSA Administrator or the Associate Administrator for Management and Budget by law or delegation.
 - 3.4 The exercise of these HR authorities and program responsibilities are governed by various statutes, notably the NNSA Act and 5 U.S.C., by Presidential executive orders, by the regulations of OPM, MSPB, Federal Labor Relations Authority, and Equal Employment Opportunity Commission, by OMB's guidelines, and by DOE's and NNSA's HR policies.
 - 3.5 Any amendments to this Order shall be made in consultation with the NNSA General Counsel.
- 4. AUTHORITY TO REDELEGATE. The authorities in this Delegation may not be redelegated.
 - 5. DURATION AND EFFECTIVE DATE.
 - 5.1 All actions pursuant to any authority delegated prior to this Order or any authority delegated by this Order taken prior to and in effect on the date of this Order are ratified and remain in force as if take under this Order, unless or until rescinded, amended, or superseded.
 - 5.2 Copies of this delegation shall be provided to the DOE Office of Management and to the NNSA Directives Team, Office of Policy and Strategic Planning, which manage the Delegations of Authority systems for DOE and NNSA, respectively.
 - 5.2 This Order is effective the date signed.

Jeffrey Shoulta
Acting Associate Administrator
for Management and Budget

Date