DEPARTMENT OF ENERGY
REDELEGATION ORDER NO. 00-040.03-30
TO THE DIRECTOR, OFFICE OF SCIENCE

1. DELEGATION. Pursuant to the authorities delegated to me under Delegation Order 00-040.00 and consistent with Section II(C) of the Executive Resources Board (ERB) Charter, I delegate to the Director, Office of Science the authority to take the following actions within the Office of Science:

1.1 Merit Staffing functions:

A. Approve appointment selections and ensure that the individuals meet the qualifications standards of EJ and EK positions announced competitively;

B. Approve reassignments without pay increases for Senior Executive Service (SES), Senior Level (SL) and Scientific or Professional (ST);

C. Approve reassignments and promotions with up to a six percent pay increase from current salary for EJ and EK positions;

D. Approve details of up to 240 days, in increments of 120 days, for DOE employees into SES, SL, ST, EJ and EK positions;

E. Approve transfers without pay increases from other agencies into SES, SL and ST positions if the employees are currently SES, SL, or ST employees;

F. Approve pay-setting for competitively announced EJ and EK positions with up to a six percent pay increase from current salary;

G. Approve details of SES, SL, ST, EJ and EK employees into unclassified duties within Departmental element; and

H. Approve SES, SL, ST, EJ, EK and Exceptionally Well Qualified (EWQ) recruitment, relocation and retention incentives.

1.2 Position/Allocation Management functions:

A. Consistent with section II(C)(ii) of the ERB Charter, Position/Allocation Management, and its general executive level position management and allocation authority, approve the abolishment of unencumbered SES, SL, ST, EJ, EK and EWQ positions; and

B. Consistent with section II(C)(iii) of the ERB Charter, Position/Allocation Management, and its general executive level position management and allocation authority, approve backfill requests for SES, SL, ST, EJ, and EK positions vacant 365 days or less.

1.3 Performance Management functions:

A. Approve performance-based pay increases and awards for EJ, EK and EWQ positions in accordance with the annual compensation guidance; and

B. Approve proposals to grant non-performance based incentive awards of up to $7,500 for SES, SL, ST, EJ, EK and EWQ positions.

2. RESCISSION. None.

3. LIMITATION.

3.1 Any personnel action listed above requires concurrence from the Office of Corporate Executive Management (OCEM) in the Office of the Chief Human Capital Officer prior to effectuating the action.

3.2 Nothing in this Order shall be construed to supersede or otherwise interfere with the authorities provided to the Under Secretary for Nuclear Security and National Nuclear Security Administration Administrator. Nothing herein constitutes authority to exercise authority, direction, or control of an employee of the National Nuclear Security Administration or its contractors.

3.3 The exercise of these authorities shall be governed by applicable rules and regulations and Departmental policies and procedures, including approvals or concurrences as may be required by such entities as ERB, the Deputy Secretary and the U.S. Office of Personnel Management.

3.4 Nothing in this delegation precludes the Secretary, the Deputy Secretary, or the ERB from exercising any of the authority delegated by this memorandum.

3.5 Any amendments to this Delegation Order shall be made after consultation with the Department of Energy General Counsel.

4. AUTHORITY TO REDELEGATE

4.1 Except as expressly prohibited by law, regulation, other order, these authorities may be further delegated, in whole or in part, to the highest level official in this Department element reporting directly to the original delegant. This authority may not be re-delegated further.

4.2 Copies of any redelegation shall be provided to the Office of Management, which manages the Secretarial Delegations of Authority system.

5. DURATION AND EFFECTIVE DATE.

5.1 All actions pursuant to any authority delegated prior to this Order or pursuant to 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 taken under this Order, unless or until rescinded, amended or superseded.

5.2 This Order is effective MAY 19 2016.

Robert C. Gibbs
Chair, Executive Resources Board