



Department of Energy

Washington, DC 20585

June 9, 2023

MEMORANDUM FOR THE DEPUTY SECRETARY

THROUGH:

INGRID KOLB
DIRECTOR, OFFICE OF MANAGEMENT

Ingrid Kolb

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Date: 2023.09.01
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FROM:

ERIN MOORE
CHIEF HUMAN CAPITAL OFFICER
OFFICE OF THE CHIEF HUMAN CAPITAL OFFICER

SUBJECT:

ACTION: Cancellation of DOE O 328.1, *Human Capital Management Accountability Program* and DOE O 329.2, *Excepted Service Authority for Exceptionally Well Qualified (EWQ) Pay Plan Employees*

ISSUE: Whether to cancel DOE O 328.1, *Human Capital Management Accountability Program* and DOE O 329.2, *Excepted Service Authority for Exceptionally Well Qualified (EWQ) Pay Plan Employees*

BACKGROUND: Recently, the Office of Chief Human Capital Officer (HC) and the Office of Management (MA) reviewed the HC-related DOE Orders and determined that some of them are outdated and/or are better managed through the HC Policy Memoranda process rather than the Directives Review Board process. As a result, several HC-related DOE Orders will be cancelled in the coming months and replaced by HC Policy Memorandums (PM).

DOE O 328.1, *Human Capital Management Accountability Program*, issued August 1, 2008, implemented the Office of Personnel Management (OPM) requirements for an HC accountability program. In 2017, OPM updated its agency requirements to establish the Human Capital Framework (HCF) for Systems, Standards and Metrics. DOE codified this new requirement in HC PM #94, *Human Capital Management Assessment Program*, issued December 28, 2021. This is a request to sunset DOE O 328.1 as it has been replaced by HC PM #94.

On January 17, 2018, DOE O 329.2 Chg 1 (PgChg), *Excepted Service Authority for Exceptionally Well Qualified (EWQ) Pay Plan Employees* was established in accordance with Section 313 Division D of the Consolidated Appropriations Act of 2014 (Public Law 113-76). As the authorizing law has expired, DOE can no longer utilize this appointment authority and must sunset this DOE Order.

There are no Contractor Required Documents (CRD) associated with these Directives. HC and MA through the Directive Review Board (DRB) announced the proposed cancellation of both Directives through the REVCOM process on March 21, 2023. No comments or objections or requests for reconsideration were received.

SENSITIVITIES: None.

POLICY IMPACT: None.

URGENCY: None.

RECOMMENDATIONS: That you approve the cancellation of these Directives. The Directives Review Board recommends this action for approval.

1. DOE O 328.1, *Human Capital Management Accountability Program*:

APPROVE: DMT DISAPPROVE: NEEDS DISCUSSION: DATE: 10/13/23

2. DOE O 329.2 Chg 1 (PgChg), *Excepted Service Authority for Exceptionally Well Qualified (EWQ) Pay Plan Employees*:

APPROVE: DMT DISAPPROVE: NEEDS DISCUSSION: DATE: 10/13/23