



Department of Energy  
Washington, DC 20585

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DRB DISCUSSION 5/21/15

MEMORANDUM FOR: INGRID KOLB  
DIRECTOR, OFFICE OF MANAGEMENT

THROUGH: KEVIN T. HAGERTY  
DIRECTOR, OFFICE OF INFORMATION RESOURCES

FROM: KENNETH T. VENUTO  
DIRECTOR, OFFICE OF HUMAN CAPITAL MANAGEMENT

SUBJECT: Request to make a Page Change to DOE O 329.2, *Excepted Service Authority for Exceptionally Well Qualified (EWQ) EQ Pay Plan Employees*

**PURPOSE:** The purpose of the page change is to allow more efficient and effective management of the EWQ authority. The revisions will delegate authorities for certain personnel actions that previously required approval from the Executive Resources Board (ERB) and/or Senior Management Review Board (SMRB) directly to the Head of the Departmental Element. Therefore, to ensure the timely implementation of these changes, which are intended to streamline the internal processes for managing the EWQ authority, an expedited review of DOE O 329.2 is requested.

DOE received authority under the Consolidated Appropriations Act of 2014 to appoint up to 120 EWQ individuals to scientific, engineering, or other critical technical positions without regard to revisions of chapter 22 of title 5, United States Code. This appointing authority allows program offices to hire in an area of significant difficulty. The revisions will also allow hiring managers greater flexibilities to best utilize the EWQ authority.

**JUSTIFICATION:** Certain flexibilities have been amended and additional authorities delegated to allow greater autonomy by the Heads of the Departmental Elements in an effort to allow them to better meet the changing needs in their program offices in a more timely and efficient manner. These changes should be codified in DOE O 329.2 to officially address the updates to roles and responsibilities.

Additionally, we are requesting that this action be processed under an expedited directives timeline, as determined by the Directives Review Board.

There are no valid external, consensus or other "Standards" (e.g., ISO, VPP, etc.) available which can be used in place of this directive because this is a new hiring appointing authority unique to DOE.

**IMPACT:** The proposed page change to the directive does not duplicate existing laws, regulations or national standards and it does not create undue burden on the Department. The proposed

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Justification Memorandum (Continued)

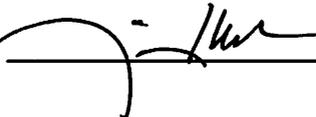
page change to the directive will provide a corporate approach to the use of the EWQ authority that will result in greater flexibility and uniform application through DOE.

The Office of the Chief Human Capital Officer has primary responsibility for developing and implementing the guidance, and ensuring compliance.

**WRITER:** The writer is Erin Moore. And her contact number is (202) 586-9558.

**OPI/OPI CONTACT:** Office of the Chief Human Capital Officer, Office of Executive Resources and the primary contact is Erin Moore, Acting Director, Office of Executive Resources. She can be reached at (202) 586-9558.

Ingrid Kolb, Director, Office of Management (MA-1):

Concur:  Nonconcur: \_\_\_\_\_ Date: 5-21-15