



Department of Energy

Washington, DC 20585

September 13, 2024

MEMORANDUM FOR THE DEPUTY SECRETARY

THROUGH: INGRID KOLB
DIRECTOR, OFFICE OF MANAGEMENT

Ingrid A.C.
Kolb

Digitally signed by Ingrid
A.C. Kolb
Date: 2024.09.13
13:45:10 -04'00'

FROM: ERIN MOORE
CHIEF HUMAN CAPITAL OFFICER

Erin S.
Moore

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Date: 2024.09.13
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OFFICE OF THE CHIEF HUMAN CAPITAL OFFICER

SUBJECT: ACTION: Cancellation of DOE O 329.1A Chg 3 (LtdChg),
Excepted Service Authorities for EJ and EK Pay Plans

ISSUE: Whether to cancel DOE O 329.1A Chg 3 (LtdChg), DOE 328.1, *Human Capital Excepted Service Authorities for EJ and EK Pay Plans*

BACKGROUND: The Office of Chief Human Capital Officer (HC) and the Office of Management (MA) reviewed the HC-related DOE Orders and determined some of them are outdated or are better managed through the HC Policy Memoranda process rather than the Directives Review Board (DRB) process. DOE O 329.1A was one of the Orders recommended to be converted to a PM based on the DRB's recommendation.

DOE O 329.1A Chg 3 (LtdChg), *Excepted Service Authorities for EJ and EK Pay Plans*, was established to implement the unique excepted service hiring authorities (EJ and EK) provided to the Department in legislation. In September 2024, DOE codified the use of these authorities in PM #146, *Excepted Service Hiring Authorities for EJ and EK Pay Plans*. This is a request to sunset DOE O 329.1A as it has been replaced by PM #146.

There are no Contractor Required Documents (CRD) associated with this Directive. A review of the cancellation was conducted to ensure there were no concerns. The review concluded on September 13, 2024, and resulted in no comments or objections or requests for reconsideration.

SENSITIVITIES: None.

POLICY IMPACT: None.

URGENCY: None.

RECOMMENDATION: That you approve the cancellation of this Directive. The Directives Review Board recommends this action for approval and the HC PM covering it has already been issued so there is no gap in policy.

APPROVE: DMT DISAPPROVE: _____ NEEDS DISCUSSION: _____ DATE: 10/28/2024