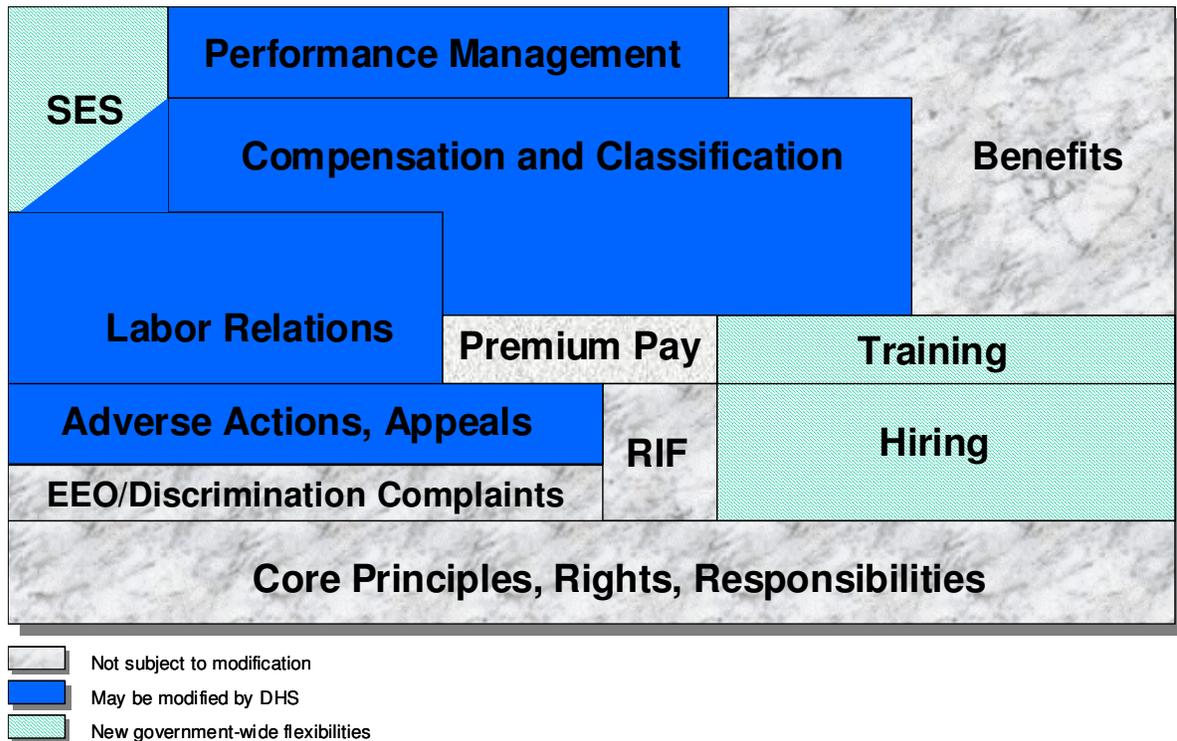


Authorities for New DHS HR Systems

The Homeland Security Act of 2002 gave the Secretary of the Department of Homeland Security and the Director of the Office of Personnel Management joint authority to develop new human resources systems for the Department in a number of areas. The Secretary and the Director chartered a design team to help develop a range of options for strategic human resources systems that are both excellent and fair and support the vital missions of DHS.

The graphic below reflects the areas in which the Secretary and OPM Director are authorized to make modifications to the current HR systems.



Performance Management

- This area may be modified by the Secretary and OPM Director

Compensation and Classification

- These areas may be modified by the Secretary and OPM Director

Labor Relations

- This area may be modified by the Secretary and OPM Director

Adverse Actions and Appeals

- These areas may be modified by the Secretary and OPM Director

Core Principles, Rights, Responsibilities

- This area is not subject to modification by the Secretary and OPM Director

RIF (Reduction in Force)

- This area is not subject to modification by the Secretary and OPM Director

EEO/Discrimination Complaints

- This area is not subject to modification by the Secretary and OPM Director

Premium Pay

- This area is not subject to modification by the Secretary and OPM Director, but the Design Team has been asked to review premium pay issues affecting DHS

Benefits

- The Secretary and OPM Director cannot modify employee benefits, but the Design Team has been asked to review law enforcement retirement coverage issues within DHS

Training

- The DHS HR Design Team will not develop options related to training beyond considering impacts of options on this area

Hiring

- This area is subject to modification by the Secretary and OPM Director only to the extent that hiring is impacted by the compensation and classification systems

SES (Senior Executive Service)

- The Design Team will not focus on SES beyond considering impacts of options on SES work force and processes