

Date: FEB 03 2020

From: VHA Executive in Charge (10)

Subj: Delegation of Employment Dispute Settlement Approval Authority

To: VHA Network Directors, Medical Center Directors, DUSHs, Program Office Leadership

1. The authority to settle a complaint involving an employment dispute rests with the VHA management official identified as the settlement official, who is working with the VA's Office of General Counsel (OGC) attorneys and VHA Employee Relations/Labor Relations Specialist.
2. In accordance with the guidelines outlined in the Secretary's memorandum dated April 26, 2019, *Employment Dispute Settlements*, effective immediately upon signature of this memorandum, before settling an employment dispute resulting in a monetary payment, the VHA management official serving as the settlement official must receive clearance from the appropriate delegated clearance authority based on the amount of the monetary payment.
3. Consistent with the Secretary's memorandum, I re-delegate the authority to clear settlement of employment disputes resulting in a monetary payment in the following manner:
 - Medical Center Directors (MCD), Chief Officers (CO), and Program Directors may clear settlements up to \$5,000;
 - Network Directors (ND) may clear settlements up to \$100,000;
 - Deputy Under Secretary for Health for Operations and Management (DUSHOM) may clear settlements up to \$250,000; and
 - the Principal Deputy Under Secretary for Health may clear settlements up to \$500,000.
4. The settlement official will complete a written justification supporting the request for clearance of the monetary settlement amount prior to seeking clearance from the appropriate official, as identified in paragraph 3 of this memorandum. The settlement official will utilize VA Form 10185, attached to this memorandum, or similar written document. The settlement official's written justification will be informed by a separate case analysis completed by an OGC attorney. The settlement official will forward the written justification and case analysis to the clearance authority when seeking clearance for the monetary settlement.
5. In the event that the clearance authority is an alleged Responsible Management Official, that individual may not serve as the clearance authority as described in this memorandum.

6. Clearance authorities are responsible for maintaining oversight of the clearances issued by the officials at the level below them, as identified in paragraph 3 of this memorandum.
7. This delegation will expire two (2) years after the date delegated, unless amended or rescinded prior to the two (2) year expiration date.

A handwritten signature in black ink, appearing to read 'R. Stone', with a large, sweeping flourish extending to the right.

Richard A. Stone, MD