

1700 G Street NW  
Washington, DC 20552



August 8, 2019

Bureau Order 004-2019

**SUBJECT: Position Management Delegated Authorities and Responsibilities**

Under the authority vested in the CFPB Director by 12 U.S.C. 5492(a-b) and 5493(a), effective immediately, I hereby delegate the responsibilities, functions, relationships, and authorities for all CFBP matters relating to position management to the authority, direction, and control of the Chief Operating Officer ("COO"), subject to the conditions and exceptions noted in this Order.

1. The COO will advise the CFPB Director and others concerning the Bureau's position management policy and or activities including:
  - a. Approving organizational structures, organizational titles, classification determinations, position descriptions, and pay band ranges and caps in accordance with Bureau policy and applicable laws and regulations;
  - b. Defining, implementing, and improving processes for the ongoing management of positions, organizational structures, and changes to Bureau positions and structures;
  - c. Approving position management decisions that support a new mission or function in a Division, or increase or decrease the number of staff at all pay band levels, including executives;
  - d. Managing the designation of tenure-type (i.e., term or permanent) of executive and staff level positions;
  - e. Approving the the criteria to designate Bureau positions as executives, determining the number of executive positions in the Bureau, and approving personnel actions impacting executive-level positions;

[consumerfinance.gov](http://consumerfinance.gov)

- f. In consultation with the Chief Financial Officer, providing financial impact analysis on the impact of position management changes;
  - g. Negotiating, signing, and administering memoranda of understanding (“MOUs”) related to the Director’s position management authority (i.e., MOU’s governing external details), and taking any ancillary action necessary to carry out the foregoing authority, including termination of MOUs, if necessary;
  - h. Coordinating with the General Counsel on position management authority as set forth below.
2. Under Bureau Order 1-2013 (January 30, 2013), Delegation of Authority Regarding Position Management, the General Counsel is delegated position management authority for approving position descriptions and hiring for 0905 occupational series (Attorney) positions outside the four primary attorney organizations (Enforcement, Legal Division, Office of Supervision Policy, and Regulations). This includes new 0905 hires and backfills into existing positions by 0905 attorneys. Order 09-2012 remains in effect, including the General Counsel’s position management responsibilities, at this time.
  3. This Order does not delegate authority pertaining to any matter which by law or regulation requires the personal and direct decisional authority of the Director.
  4. I hereby authorize the COO to re-delegate these delegated authorities to the Chief Human Capital Officer and/or subordinates through written delegations, with approval of the CFPB Director.
  5. This delegation supersedes all previous CFPB delegations, redelegations, and designations of authority regarding position management, including Order 1-2013 (noted above).
  6. The CFPB Director retains the right to exercise any authority that is delegated under this Order and to review the exercise of such delegated authority.



Kathleen L. Kraninger  
Director  
Consumer Financial Protection Bureau

8/12/15

Date