



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

AUG 1 2 2024

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense

- References:
- (a) Title 5, United States Code, Section 9905, "Direct Hire Authority for Certain Personnel of the Department of Defense"
 - (b) Secretary of Defense Memorandum, "Delegation of Authority to Direct Hire Personnel in Support of the Special Inspector General for Operation Atlantic Resolve," May 6, 2024
 - (c) Under Secretary of Defense for Personnel and Readiness Memorandum, "Direct Hire Authority for Certain Personnel of the Department of Defense," June 23, 2023 (hereby canceled)
 - (d) Under Secretary of Defense for Personnel and Readiness Memorandum, "Extension of Temporary Direct-Hire Authority for the Department of Defense for Police Officers," September 29, 2021 (hereby canceled)
 - (e) Under Secretary of Defense for Personnel and Readiness Memorandum, "Approval of Temporary Direct-Hire Authority for Department of the Army Criminal Investigators," December 8, 2021 (hereby canceled)
 - (f) Under Secretary of Defense for Personnel and Readiness Memorandum, "Extension of Temporary Direct-Hire Authority for Certain United States Air Force Positions in the Aircraft Operation Series," May 16, 2022 (hereby canceled)

Reference (a) permits the Secretary of Defense to non-competitively appoint qualified candidates to certain positions in the competitive service in the DoD without regard to 5 U.S.C., Chapter 33, Subchapter I, other than sections 3303, 3307 and 3328. As a matter of policy, sections 3321 and 3323 of 5 U.S.C., Chapter 33, Subchapter I, and corresponding Code of Federal Regulations provisions will continue to apply.

As set forth in the attached procedures, this memorandum provides updated guidance for using the direct hiring authority in reference (a) and hereby cancels reference (c). The guidance incorporates recent statutory amendments requiring the application of 5 U.S.C. § 3307, expands the categories of covered occupations, provides a new legal authority code, and extends the authority expiration date.

Reference (b) delegates to the Inspector General of the Department of Defense authority to identify positions supporting the Special Inspector General for Operation Atlantic Resolve as a "critical hiring need and shortage of candidates," and to use the direct hire to fill positions pursuant to 5 U.S.C. § 9905(a)(14). The attached procedures also apply to the use of direct hire to fill these positions, unless otherwise stated.

The occupational series covered under references (d), (e), and (f) were previously temporarily designated as shortage category of candidates or a critical hiring need under 5 U.S.C. § 9902(b)(2). They are incorporated as newly covered categories under reference (a), and references (d), (e), and (f) are hereby canceled.

No appointments may be made under this authority after September 30, 2030, unless otherwise noted.

For more information, my point of contact is Mr. Rocky Weaver, Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, at (703) 622-9851 or rocky.d.weaver.civ@mail.mil.



Ashish S. Vazirani
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Attachment:
As stated

PROCEDURES FOR USING THE DIRECT HIRE AUTHORITY FOR CERTAIN PERSONNEL OF THE DEPARTMENT OF DEFENSE IN 5 U.S.C. § 9905

1. Authority

a. Section 9905 of title 5, U.S. Code, authorizes the Secretary of Defense to appoint qualified candidates to certain positions in the competitive service in the DoD without regard to 5 U.S.C. Chapter 33, Subchapter I, other than sections 3303, 3307, and 3328. As a matter of policy, sections 3321 and 3323 of 5 U.S.C., Chapter 33, Subchapter I, and corresponding Code of Federal Regulations provisions will continue to apply.

b. The authority to appoint qualified persons under this direct hire authority (DHA), except those under 5 U.S.C. § 9905(a)(14), is delegated to the Secretaries of the Military Departments, Directors of the Defense Agencies, and Directors of the DoD Field Activities with independent appointing authority; hereafter referred to as “DoD Components.” The authority may be used for covered positions throughout DoD.

c. Appointments under this authority may not be made after September 30, 2030, except for positions covered by Paragraph 3.e., for which the authority does not expire.

(1) The authority should primarily be used to appoint qualified candidates who are not existing DoD competitive service employees with permanent status. DoD Components should follow their merit promotion plans to enable movement of the existing DoD competitive service workforce. Use of internal merit promotion procedures will ensure transparency, accountability, and adherence to merit systems principles.

(2) There is no requirement to apply 5 U.S.C. § 3326, Subchapter I, for appointments made under this authority.

(3) Maximum-age entrance requirements (per 5 U.S.C. § 3307, Subchapter I) apply to appointments made under this authority.

d. The authority to identify positions as a critical hiring need with a shortage of candidates, in support of the Special Inspector General for Operation Atlantic Resolve, as well as the authority to fill such positions, was previously delegated to the DoD Inspector General by the Secretary of Defense.

2. Use of DHA

This DHA enables DoD to recruit and appoint qualified persons directly without applying competitive rating and ranking procedures. The following principles will be followed when exercising this authority:

a. A highly qualified workforce is critical to DoD’s mission.

b. Recruitment efforts should be expansive enough to ensure, to the extent possible, that a diverse candidate pool exists.

c. Merit factors will be the basis for selecting individuals for positions. All personnel programs and practices will be administered in accordance with Department of Defense Directive (DoDD) 1020.02E, "Diversity Management and Equal Opportunity in the DoD."

d. DoD Components must ensure transparency, accountability, and auditability in hiring processes.

3. Covered Positions

This DHA can be used to appoint individuals at the General Schedule (GS)-15 and below (or equivalent) pay grades to positions meeting one of the following specifications:

a. Positions involved with DoD maintenance activities, such as maintenance of weapon systems, hardware, equipment, software, installation infrastructure, or any combination thereof, including depot-level maintenance and repair.

b. Positions in the cyber workforce (also known as "cyberspace workforce") as defined in DoDD 8140.01, "Cyber Workforce Management," designated with a cyber work role code.

c. Positions in the acquisition workforce that are responsible for managing any services contracts necessary to the operation and maintenance of programs of the DoD.

d. Positions in science, technology, or engineering, including any such position at the Major Range and Test Facilities Base, to allow development of new systems and provide for the maintenance of legacy systems.

e. Positions in science, technology, engineering, or mathematics, including technician positions, within the defense acquisition workforce, or any category of acquisition positions within the DoD designated by the Secretary as a shortage or critical need category, as outlined in Table 1.

f. Positions in science, technology, engineering, or mathematics, except any such position within any defense Science and Technology Reinvention Laboratory, for which a qualified candidate is required to possess a bachelor's degree or an advanced degree, or for which a veteran candidate is being considered.

g. Positions in medical or health professions within the DoD designated by the Secretary as a shortage category or critical need occupation, as outlined in Table 2.

h. Positions in childcare services, including family childcare coordinator services and school age childcare coordinator services, for which there is a critical hiring need and a shortage of childcare providers, as outlined in Table 3.

i. Positions in financial management, accounting, auditing, actuary, cost estimation, operational research, business, or business administration for which a qualified candidate is required to possess a finance, accounting, management, or actuarial science degree or a related degree, or a related degree of equivalent experience.

j. Positions, as determined by the Secretary, for the purpose of assisting and facilitating the efforts of the DoD in business transformation and management innovation.

k. Positions in the military housing office of a military installation, provided the primary function of the military housing office is supervision of military housing covered by 10 U.S.C., Chapter 169, Subchapter IV.

l. Positions in support of aircraft operations within the DoD designated by the Secretary as a shortage category or critical need occupation, as outlined in Table 4.

m. Positions in support of the safety of the public, law enforcement, or first response within the DoD designated by the Secretary as a shortage category or critical need occupation, as outlined in Table 5.

n. Positions in support of Special Inspector General for Operation Atlantic Resolve for which there is a critical hiring need and shortage of candidates in accordance with Paragraphs 1.d and 4.a.

4. Definitions

a. A “critical hiring need” and “shortage” may occur when the need to fill positions creates an operational hardship in meeting mission requirements brought about by circumstances such as, but not limited to, unusual or unanticipated events, extraordinary workload, or new or emerging mission requirement(s) creating the need to fill positions.

b. For the purposes of Paragraphs 3.c and 3.e above, qualified candidates meet or will meet Defense Acquisition Workforce Improvement Act certification requirements within the required timeframe for appointment to the position being filled.

c. For the purposes of Paragraph 3.i above, qualified candidates are defined as individuals who possess a finance, accounting, management, actuarial science, or related degree from an accredited college or university, or equivalent experience relevant to the functions of the position being filled. In addition, qualified candidates meet or will meet the DoD Financial Management Certification Program requirements, within the required timeframe, for appointment to the position being filled, as applicable.

d. For the purposes of Paragraph 3.j above, business transformation is defined as the process of fundamentally changing the systems, processes, people, and technology across a whole business or business unit, to achieve measurable improvements in efficiency, effectiveness, and stakeholder satisfaction.

(1) To use category 3.j, positions must involve work executing continuous process improvement and/or organizational change across an entire business unit.

(2) Business transformation and management innovation appointees must have:

(i) A management or business background;

(ii) Experience working with large or complex organizations; and

(iii) Demonstrated expertise executing, via recognized, repeatable business improvement methods, at least one of the following: management or organizational change, data analytics, or business process design.

5. Announcement and Assessment Process

a. Public notice is not required; however, if posting job opportunity announcements, DoD Components must use announcements that are concise and easily understood. Public notice is appropriate if the area of consideration includes current DoD competitive service employees with permanent status.

(1) DoD Components will establish recruiting procedures that facilitate the identification of qualified individuals for referral to management for selection and appointment.

(2) DoD Components must ensure that merit system principles are followed when posting advertisements and announcements, receiving applications, referring candidates, and notifying applicants regarding receipt and status of their applications.

(3) Potential applicants should have ready access to information about how to apply for positions, and the basis on which they will be assessed to meet the qualifying criteria.

b. DoD Components will assess candidates against job-related criteria, ensuring they have the skills, education, training, and behavioral attributes that provide for successful job performance.

(1) Selectees for entry-level positions requiring the Administrative Careers with America (ACWA) assessment must be assessed using the most recent, streamlined ACWA examination or a validated alternative assessment instrument (e.g., select USA HIRE assessments).

c. Appointments under this authority are subject to the Priority Placement Program. Procedures applicable to the use of direct hiring authority may be found in the Priority Placement Program Handbook, Chapter 4, Appendix B.

6. Appointing Authority

Appointments may be made on a permanent, term, or temporary basis using the following Legal Authority Code(s)/Legal Authority(s) as applicable:

For the purposes of 3.a - 3.m use Legal Authority Code/Legal Authority:
Z5CAV/Direct-Hire Auth (Certain DoD Personnel), PL 118-31, Sec 1250B(i)(2),
12/22/2023

For the purposes of appointments made by the DoD Inspector General for positions in support of Operation Atlantic Resolve, use Legal Authority Code/Legal Authority: Z5CAU: Direct-Hire Auth (IG-Operation Atlantic Resolve), PL118-31, Sec1250B, 12/22/2023

7. Oversight and Accountability

Each DoD Component is responsible for determining the appropriate use of this DHA to meet workforce needs, ensuring implementation is in accordance with merit system principles and applicable collective bargaining agreements.

- a. The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) is responsible for the development of implementing guidance and policies.
- b. The Defense Civilian Personnel Advisory Service (DCPAS) will oversee and monitor use of this authority throughout the DoD.
- c. DoD Components are responsible for oversight, accountability, and reporting for themselves and their serviced organizations.
- d. Documentation for appointments made under this authority must be sufficient to allow reconstruction of actions taken and must be maintained for a time frame consistent with other appointing authorities (e.g., resumes, job opportunity announcements, candidate referral lists, if applicable).
- e. Appointments under this authority will be evaluated as part of the DoD Human Capital Framework.

8. Reporting

- a. DoD Components are required to annually report on the usage and effectiveness of the authority, as requested by DCPAS.
- b. Reports must include an analysis of DHA usage, to include hiring improvements, adherence to merit system principles, and quantifiable impact on effectiveness in meeting staffing needs. Analysis should include data metrics regarding types of positions filled and types of candidates appointed, such as:
 - (1) Number of employees hired by position, series, and grade/pay band/level per each position category described in Paragraph 3 above;
 - (2) Number of veterans hired;
 - (3) Number of military spouses hired; and
 - (4) Number of internal candidates (i.e., current employees) hired.

9. Requesting Additional Positions Coverage

a. DoD Components may request additional position coverage if they find there is a critical hiring need or shortage of candidates for positions under Paragraphs 3.e, 3.g, 3.h, 3.l and 3.m above. Submissions must be endorsed by the DoD Component headquarters of the civilian human resources policy office and will be submitted to DCPAS for approval by the USD(P&R).

b. Requests for additional coverage should include the following information:

(1) Recruitment needs, to include the current number of positions being recruited and the projected recruitment needs (projected retirements, projected turnover, increased/new workload);

(2) Supply gap, to include vacancy lapse rate, and market data analysis of labor market demand; and

(3) Past recruitment efforts (e.g., job fairs, compensation incentives) and evidence of ineffectiveness.

TABLE 1. Acquisition Career Fields	
AUDITING (AUD)	PRODUCTION, QUALITY AND MANUFACTURING (PQM)
BUSINESS - COST ESTIMATING (BCE)	PROGRAM MANAGEMENT (PM)
BUSINESS - FINANCIAL MANAGEMENT (BFM)	SCIENCE AND TECHNOLOGY (BFM) MANAGEMENT (S&T)
CONTRACTING (CON)	ENGINEERING (ENGR)
FACILITIES ENGINEERING (FE)	TEST AND EVALUATION (T&E)
INFORMATION TECHNOLOGY (IT)	SMALL BUSINESS (SB)
LIFE CYCLE LOGISTICS (LCL)	

TABLE 2. Medical and Health Positions	
180 PSYCHOLOGIST	651 RESPIRATORY THERAPIST
181 PSYCHOLOGY AID & TECHNICIAN	660 PHARMACIST
185 SOCIAL WORKER	661 PHARMACY TECHNICIAN
186 SOCIAL SERVICES AID & ASSISTANT	662 OPTOMETRIST
601 GENERAL HEALTH SCIENCE	665 SPEECH PATHOLOGIST & AUDIOLOGIST
602 MEDICAL OFFICER/ PHYSICIAN	667 ORTHOTIST & PROSTHETIST
603 PHYSICIAN ASSISTANT	668 PODIATRIST
610 NURSE	669 MEDICAL RECORDS ADMINISTRATOR
620 PRACTICAL NURSE	670 HEALTH SYSTEM ADMINISTRATION
621 NURSING ASSISTANT	671 HEALTH SYSTEM SPECIALIST
622 MEDICAL SUPPLY AID AND TECHNICIAN	673 HOSPITAL HOUSEKEEPING MANAGEMENT
630 DIETITIAN & NUTRITIONIST	675 MEDICAL RECORDS TECHNICIAN
631 OCCUPATIONAL THERAPIST	679 MEDICAL SUPPORT ASSISTANCE
633 PHYSICAL THERAPIST	680 DENTAL OFFICER / DENTIST
636 REHABILITATION THERAPY ASSISTANT	681 DENTAL ASST
640 HEALTH AID & TECHNICIAN	682 DENTAL HYGIENIST
642 NUCLEAR MEDICINE TECHNICIAN	683 DENTAL LABORATORY AID & TECHNICIAN
644 MEDICAL TECHNOLOGIST	688 SANITARIAN
645 MEDICAL TECHNICIAN	690 INDUSTRIAL HYGIENIST
646 PATHOLOGY TECHNICIAN	698 ENVIRONMENTAL HEALTH TECHNICIAN
647 DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	701 VETERINARIAN
648 THERAPEUTIC RADIOLOGIC TECHNOLOGIST	858 BIOENGINEER & BIOMEDICAL ENGINEER
649 MEDICAL INSTRUMENT TECHNICIAN	0081 PARAMEDICS

TABLE 3. Childcare Providers	
1701 GENERAL EDUCATION AND TRAINING	1702 EDUCATION AND TRAINING TECHNICIAN

TABLE 4. Positions in Support of Aircraft Operations	
0861 AEROSPACE ENGINEERING	4818 AIRCRAFT SURVIVAL & FLIGHT EQUIPMENT REPAIRER
1361 NAVIGATIONAL INFORMATION	4848 MECHANICAL PARTS REPAIRER
1815 AIR SAFETY INVESTIGATING	5201 AIR CARGO SPECIALIST
1825 AVIATION SAFETY	5378 POWERED SUPPORT SYSTEMS MECHANIC
2152 AIR TRAFFIC CONTROLLER	5413 FUEL DISTRIBUTION SYSTEM WORKER
2154 AIR TRAFFIC ASSISTANT	5439 TESTING EQUIPMENT OPERATOR
2181 AIRCRAFT OPERATION	5803 HEAVY MOBILE EQUIPMENT MECHANIC
2183 AIR NAVIGATION	6641 ORDNANCE SYSTEMS MECHANIC
2185 AIRCREW TECHNICIAN	6501 EXPLOSIVE ORDNANCE MECHANIC
2601 ELECTRONICS EQUIPMENT SPECIALIST	6641 ORDNANCE EQUIPMENT MECHANIC
2602 ELECTRONICS EQUIPMENT MECHANIC	6652 AIRCRAFT ORDNANCE SYSTEMS MECHANIC
2604 ELECTRONICS MECHANIC & WORKER	6904 TOOLS AND PARTS ATTENDANT
2610 ELECTRONIC INTEGRATED SYSTEMS MECHANIC	6907 MATERIALS HANDLER
2854 ELECTRICIAN EQUIPMENT REPAIR	6910 MATERIAL EXPEDITER
2892 AIRCRAFT ELECTRICIAN	6912 MATERIALS EXAMINER AND IDENTIFIER
3105 FABRIC WORKER (SURVIVAL EQUIPMENT)	7002 PACKER
3359 INSTRUMENT MECHANIC/INSPECTOR	7010 PARACHUTE PACKER
3410 FABRICATION SUPERVISOR	8801 AIRCRAFT MECHANIC SUPERVISOR
3414 MACHINING	8255 AIRCRAFT SYSTEMS MECHANIC
3703 WELDER	8268 AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC
3705 NON-DESTRUCTIVE INSPECTION	8602 AIRCRAFT ENGINE MECHANIC
3725 BATTERY REPAIRER	8610 AIRCRAFT ENGINE MECHANIC SUPERVISOR
3806 SHEET METAL MECHANIC	8810 AIRCRAFT PROPELLER MECHANIC
4102 PAINTER	8840 AIRCRAFT MECHANIC PARTS REPAIRING
4255 WATER FUEL MAINTENANCE MECHANIC	8852 AIRCRAFT MECHANIC
4352 PLASTIC FABRICATOR WORKER/HELPER	8862 AIRCRAFT ATTENDING
4701 MAINTENANCE AND OPERATIONS WORKER	

TABLE 5. Positions in Support of the Safety of the Public, Law Enforcement, and First Response	
0006 CORRECTIONAL PROGRAM SPECIALIST	0803 SAFETY ENGINEER
0007 CORRECTIONAL OFFICER	1801 GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT AND COMPLIANCE
0017 EXPLOSIVES SAFETY SPECIALIST	1802 INVESTIGATIONS ASSISTANT
0018 SAFETY AND OCCUPATIONAL HEALTH SPECIALIST	1805 INVESTIGATIVE ANALYST
0019 SAFETY TECHNICIAN	1810 INVESTIGATOR
0025 PARK RANGER	1811 CRIMINAL INVESTIGATION
0081 FIRE PROTECTION AND PREVENTION	1815 AIR SAFETY SPECIALIST
0083 POLICE OFFICER	1825 AVIATION SAFETY INSPECTOR
0085 SECURITY GUARD	1895 CUSTOMS AND BORDER PROTECTION OFFICER
0089 EMERGENCY MANAGEMENT SPECIALIST	6913 HAZARDOUS WASTE DISPOSER

SEC. 1103. CONSOLIDATION OF DIRECT HIRE AUTHORITIES FOR CANDIDATES WITH SPECIFIED DEGREES AT SCIENCE AND TECHNOLOGY REINVENTION LABORATORIES.

Section 4091 of title 10, United States Code, is amended—

(1) in subsection (a)(1), by striking “bachelor’s degree” and inserting “bachelor’s or advanced degree”;

(2) in subsection (c)—

(A) in the subsection heading, by striking “CALENDAR YEAR” and inserting “FISCAL YEAR”;

(B) in the matter preceding paragraph (1), by striking “calendar year” and inserting “fiscal year”;

(C) in paragraph (1), by striking “6 percent” and inserting “11 percent”; and

(D) in paragraphs (1), (2), and (3), by striking “the fiscal year last ending before the start of such calendar year” and inserting “the preceding fiscal year”;

(3) by striking subsection (f); and

(4) by redesignating subsection (g) as subsection (f).

SEC. 1104. DIRECT HIRE AUTHORITY FOR CERTAIN PERSONNEL OF THE DEPARTMENT OF DEFENSE.

Section 9905(a) of title 5, United States Code, is amended—

(1) in the matter preceding paragraph (1), by inserting “, 3307,” after “3303”; and

(2) by adding at the end the following new paragraphs:

“(12) Any position in support of aircraft operations for which the Secretary determines there is a critical hiring need or shortage of candidates.

“(13) Any position in support of the safety of the public, law enforcement, or first response for which the Secretary determines there is a critical hiring need or shortage of candidates.”.

SEC. 1105. ONE-YEAR EXTENSION OF AUTHORITY TO WAIVE ANNUAL LIMITATION ON PREMIUM PAY AND AGGREGATE LIMITATION ON PAY FOR FEDERAL CIVILIAN EMPLOYEES WORKING OVERSEAS.

Subsection (a) of section 1101 of the Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 (Public Law 110–417; 122 Stat. 4615), as most recently amended by section 1102 of the James M. Inhofe National Defense Authorization Act for Fiscal Year 2023 (Public Law 117–263), is further amended by striking “through 2023” and inserting “through 2024”.

SEC. 1106. EXTENSION OF AUTHORITY TO GRANT COMPETITIVE STATUS TO EMPLOYEES OF INSPECTORS GENERAL FOR OVERSEAS CONTINGENCY OPERATIONS.

Section 419(d)(5)(B) of title 5, United States Code, is amended by striking “2 years” and inserting “5 years”.

SEC. 1107. EXTENSION OF DIRECT HIRE AUTHORITY FOR DOMESTIC INDUSTRIAL BASE FACILITIES AND MAJOR RANGE AND TEST FACILITIES BASE.

Section 1125(a) of the National Defense Authorization Act for Fiscal Year 2017 (10 U.S.C. 1580 note prec.; Public Law 114–328) is amended by striking “through 2025,” and inserting “through 2028,”.

DC, April 4, 1949, except by and with the advice and consent of the Senate, provided that two-thirds of the Senators present concur, or pursuant to an Act of Congress.

(c) NOTIFICATION OF TREATY ACTION.—

(1) CONSULTATION.—Prior to the notification described in paragraph (2), the President shall consult with the Committee on Foreign Relations of the Senate and the Committee on Foreign Affairs of the House of Representatives in relation to any initiative to suspend, terminate, denounce, or withdraw the United States from the North Atlantic Treaty.

(2) NOTIFICATION.—The President shall notify the Committee on Foreign Relations of the Senate and the Committee on Foreign Affairs of the House of Representatives in writing of any deliberation or decision to suspend, terminate, denounce, or withdraw the United States from the North Atlantic Treaty, as soon as possible but in no event later than 180 days prior to taking such action.

(d) RULE OF CONSTRUCTION.—Nothing in this section shall be construed to authorize, imply, or otherwise indicate that the President may suspend, terminate, denounce, or withdraw from any treaty to which the Senate has provided its advice and consent without the advice and consent of the Senate to such act or pursuant to an Act of Congress.

(e) SEVERABILITY.—If any provision of this section or the application of such provision is held by a Federal court to be unconstitutional, the remainder of this subtitle and the application of such provisions to any other person or circumstance shall not be affected thereby.

(f) DEFINITIONS.—In this subtitle, the terms “withdrawal”, “denunciation”, “suspension”, and “termination” have the meaning given the terms in the Vienna Convention on the Law of Treaties, concluded at Vienna May 23, 1969.

SEC. 1250B. OVERSIGHT OF PROGRAMS AND OPERATIONS FUNDED WITH AMOUNTS APPROPRIATED BY THE UNITED STATES FOR UKRAINE.

(a) SPECIAL INSPECTOR GENERAL FOR OPERATION ATLANTIC RESOLVE.—

(1) IN GENERAL.—Subject to the requirements of this section, the President, acting through the Chair of the Council of the Inspectors General on Integrity and Efficiency, shall maintain the position of the Lead Inspector General for Operation Atlantic Resolve in accordance with section 419 of title 5, United States Code.

(2) REDESIGNATION.—

(A) IN GENERAL.—The title of the position of the Lead Inspector General for Operation Atlantic Resolve is hereby redesignated as the “Special Inspector General for Operation Atlantic Resolve” (in this section referred to as the “Special Inspector General”).

(B) REFERENCES.—Any reference in law, regulation, document, paper, or other record of the United States to the Lead Inspector General for Operation Atlantic Resolve shall be deemed to be a reference to the Special Inspector General for Operation Atlantic Resolve.

(b) BRIEFINGS.—Upon request by the Chair or Ranking Member of an appropriate committee of Congress, not later than 30 days

after receiving the request, the Special Inspector General shall to the extent practicable provide a briefing to such committee on the activities of the Special Inspector General with respect to programs and operations funded with amounts appropriated by the United States for Ukraine.

(c) PUBLICATION OF ACCOUNTING OF UNITED STATES ASSISTANCE FOR UKRAINE.—Not later than 45 days after the date of the enactment of this Act, and every 90 days thereafter, the President shall publish on a publicly available website of the United States Government a comprehensive accounting of unclassified amounts appropriated by the United States for Ukraine.

(d) QUARTERLY REPORTS.—

(1) IN GENERAL.—Not later than 45 days after the end of each fiscal-year quarter, the Special Inspector General shall submit to the appropriate committees of Congress a report summarizing, with respect to that quarter and, to the extent possible, the period beginning on the date on which such quarter ends and ending on the date on which the report is submitted, the activities of the Special Inspector General with respect to programs and operations funded with amounts appropriated by the United States for Ukraine for—

(A) security, economic, and humanitarian assistance to Ukraine and other countries affected by the war;

(B) United States European Command operations and related support for the United States military; and

(C) operations of other relevant United States Government agencies involved in the Ukraine response, as appropriate.

(2) ELEMENTS.—Each report required by paragraph (1) shall include, for the period covered by the report—

(A) a description of any waste, fraud, or abuse identified by the Inspectors General with respect to programs and operations funded with amounts appropriated by the United States for Ukraine;

(B) a description of the status and results of—

(i) investigations, inspections, and audits; and

(ii) referrals to the Department of Justice; and

(C) a description of the overall plans for review by the Inspectors General of such support of Ukraine, including plans for investigations, inspections, and audits.

(3) AVAILABILITY.—The Special Inspector General shall publish on a publicly available website the unclassified form of each report required by paragraph (1).

(4) FORM.—Each report required by paragraph (1) shall be submitted in unclassified form, but may include a classified annex if the Special Inspector General considers it necessary.

(e) RULE OF CONSTRUCTION.—Nothing in this section may be construed to limit the Special Inspector General from exercising all authorities and discharging all responsibilities granted to the Lead Inspector General for Operation Atlantic Resolve in accordance with section 419 of title 5, United States Code, in the exercise of oversight responsibilities for Operation Atlantic Resolve generally and under this section with respect to Ukraine.

(f) SUNSET.—The requirements and authorities of this section with respect to the Special Inspector General shall cease in accordance with the sunset provisions for the Lead Inspector General

for Operation Atlantic Resolve pursuant to section 419(f) of title 5, United States Code.

(g) DEFINITIONS.—In this section:

(1) The term “appropriate committees of Congress” means—

(A) the Committee on Appropriations, the Committee on Armed Services, the Committee on Foreign Relations, and the Committee on Homeland Security and Governmental Affairs of the Senate; and

(B) the Committee on Appropriations, the Committee on Armed Services, the Committee on Foreign Affairs, and the Committee on Oversight and Accountability of the House of Representatives.

(2) The term “Inspectors General” means the following:

(A) The Inspector General of the Department of Defense.

(B) The Inspector General of the Department of State.

(C) The Inspector General of the United States Agency for International Development.

(h) AUTHORIZATION OF APPROPRIATIONS.—There is authorized to be appropriated for fiscal year 2024 \$8,000,000 to carry out this section.

(i) EXPANSION AND EXTENSION OF DIRECT HIRE AUTHORITY FOR CERTAIN PERSONNEL OF THE DEPARTMENT OF DEFENSE.—

(1) EXPANSION.—Section 9905(a) of title 5, United States Code, as amended by section 1104, is further amended by adding at the end the following new paragraph:

“(14) Any position in support of Special Inspector General for Operation Atlantic Resolve for which the Secretary determines there is a critical hiring need and shortage of candidates.”

(2) EXTENSION.—Section 9905(b)(1) of title 5, United States Code, is amended by striking “September 30, 2025” and inserting “September 30, 2030”.

Subtitle D—Matters Relating to Israel

SEC. 1251. EURO-NATO JOINT JET PILOT TRAINING PROGRAM.

Not later than 180 days after the date of the enactment of this Act, the Secretary of Defense shall submit to the congressional defense committees a report on the feasibility and advisability of including Israel in observer status in the Euro-NATO Joint Jet Pilot Training Program (ENJJPT).

SEC. 1252. EXTENSION OF UNITED STATES-ISRAEL ANTI-TUNNEL COOPERATION.

Section 1279(f) of the National Defense Authorization Act for Fiscal Year 2016 (Public Law 114–92; 129 Stat. 1079; 22 U.S.C. 8606 note) is amended by striking “December 31, 2024” and inserting “December 31, 2026”.

SEC. 1253. IMPROVEMENTS RELATING TO UNITED STATES-ISRAEL COOPERATION TO COUNTER UNMANNED AERIAL SYSTEMS.

Section 1278(b)(4) of the National Defense Authorization Act for Fiscal Year 2020 (Public Law 116–92; 133 Stat. 1702; 22 U.S.C. 8606 note) is amended by striking “\$40,000,000” and inserting “\$55,000,000”.



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUN 23 2023

**MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS**

SUBJECT: Direct Hire Authority for Certain Personnel of the Department of Defense

- References: (a) Title 5, United States Code, Section 9905, "Direct Hire Authority for Certain Personnel of the Department of Defense"
- (b) Under Secretary of Defense for Personnel and Readiness Memorandum, "Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense," October 15, 2021 (hereby rescinded)
- (c) Under Secretary of Defense for Personnel and Readiness Memorandum, "Additional Healthcare Occupations Temporarily Covered by Department of Defense Direct Hire Authority," July 20, 2022
- (d) Under Secretary of Defense for Personnel and Readiness Memorandum, "Extension of Additional Healthcare Occupations Temporarily Covered by Department of Defense Direct Hire Authority," March 30, 2023 (hereby rescinded)

Reference (a) permits the Secretary of Defense to non-competitively appoint qualified candidates to certain positions in the competitive service in the DoD without regard to 5 U.S.C., chapter 33, subchapter I, other than sections 3303 and 3328. As a matter of policy, DoD has previously required the continued application of some of these provisions despite their statutory exclusion.

The requirement to apply 5 U.S.C. § 3326, subchapter I, for appointments made under this authority is removed and reference (b) is hereby rescinded. As a matter of policy, sections 3321 and 3323 of title 5, U.S. Code, chapter 33, subchapter I, and corresponding Code of Federal Regulations provisions will continue to apply.

The healthcare occupational series covered under references (c) and (d), which were previously temporarily designated as critical need occupations, are permanently incorporated and allow for use of the direct hire authorities in reference (a).

As set forth in the attachment, this memorandum provides guidance for using the direct hire authority in reference (a). The guidance incorporates statutory amendments expanding categories of covered occupations, designates all positions in the dental assistant series as shortage category occupations, and provides a new legal authority code. The new legal authority code and legal authority are provided in section 6 of the attachment and are effective on the date of this memorandum. No appointment may be made under this authority after September 30, 2025, unless otherwise noted.

For more information, my point of contact is Ms. Rosemary Meriwether, Associate Director, Employment and Compensation Policy, Defense Civilian Personnel Advisory Service, at (571) 232-3947 or rosemary.m.meriwether.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", written in a cursive style.

Gilbert R. Cisneros, Jr.

Attachment:
As stated

PROCEDURES FOR USING THE DIRECT HIRE AUTHORITY FOR CERTAIN PERSONNEL OF THE DEPARTMENT OF DEFENSE IN 5 U.S.C. § 9905

1. Authority

a. Section 9905 of title 5, U.S. Code, authorizes the Secretary of Defense to appoint qualified candidates to certain positions in the competitive service in the DoD without regard to 5 U.S.C., chapter 33, subchapter I, other than sections 3303 and 3328. As a matter of policy, sections 3321 and 3323 of title 5, U.S. Code, chapter 33, subchapter I, and corresponding Code of Federal Regulations provisions will continue to apply.

b. The authority to appoint qualified persons under this direct hire authority (DHA) is delegated to the Secretaries of the Military Departments, Directors of the Defense Agencies, and Directors of the DoD Field Activities with independent appointing authority; hereafter referred to as “DoD Components.” The authority may be used for covered positions throughout DoD.

(1) Appointments under this authority may not be made after September 30, 2025, except for positions covered by paragraph 3.e., for which the authority does not expire.

(2) The authority should primarily be used to appoint qualified candidates who are not existing DoD competitive service employees with permanent status. DoD Components should follow their merit promotion plans to enable movement of the existing DoD competitive service workforce. Use of internal merit promotion procedures will ensure transparency, accountability, and adherence to merit systems principles.

2. Use of DHA

This DHA enables DoD to recruit and appoint qualified persons directly without applying competitive rating and ranking procedures. The following principles will be followed when exercising this authority:

- a. A highly qualified workforce is critical to DoD’s mission.
- b. Recruitment efforts should be expansive enough to ensure, to the extent possible, that a diverse candidate pool exists.
- c. Merit factors will be the basis for selecting individuals for positions. All personnel programs and practices will be administered in accordance with Department of Defense Directive (DoDD) 1020.02E, “Diversity Management and Equal Opportunity in the DoD.”
- d. DoD Components must ensure transparency, accountability, and auditability in hiring processes.

3. Covered Positions

This DHA can be used to appoint individuals at the General Schedule (GS)-15 and below

(or equivalent) pay grades to positions meeting one of the following specifications:

- a. Positions involved with DoD maintenance activities, such as maintenance of weapon systems, hardware, equipment, software, installation infrastructure, or any combination thereof, including depot-level maintenance and repair.
- b. Positions in the cyber workforce (also known as “cyberspace workforce”) as defined in DoDD 8140.01, “Cyberspace Workforce Management,” designated with a cyber work role code.
- c. Positions in the acquisition workforce that are responsible for managing any services contracts necessary to the operation and maintenance of programs of the DoD.
- d. Positions in science, technology, or engineering, including any such position at the Major Range and Test Facilities Base, to allow development of new systems and provide for the maintenance of legacy systems.
- e. Positions in science, technology, engineering, or mathematics, including technician positions, within the defense acquisition workforce, or any category of acquisition positions within the DoD designated by the Secretary as a shortage or critical need category, as outlined in Table 1.
- f. Positions in science, technology, engineering, or mathematics, except any such position within any defense science and technology reinvention laboratory, for which a qualified candidate is required to possess a bachelor’s degree or an advanced degree, or for which a veteran candidate is being considered.
- g. Positions in medical or health professions with the DoD designated by the Secretary as a shortage category or critical need occupation, as outlined in Table 2.
- h. Positions in childcare services, including family childcare coordinator services and school age childcare coordinator services, for which there is a critical hiring need and a shortage of childcare providers, as outlined in Table 3.
- i. Positions in financial management, accounting, auditing, actuary, cost estimation, operational research, business, or business administration for which a qualified candidate is required to possess a finance, accounting, management, or actuarial science degree or a related degree, or a related degree of equivalent experience.
- j. Positions, as determined by the Secretary, for the purpose of assisting and facilitating the efforts of the DoD in business transformation and management innovation.
- k. Positions in the military housing office of a military installation, provided the primary function of the military housing office is supervision of military housing covered by 10 U.S.C., chapter 169, subchapter IV.

4. Definitions

a. A “critical hiring need” and “shortage” may occur when the need to fill positions creates an operational hardship in meeting mission requirements brought about by circumstances such as, but not limited to, unusual or unanticipated events, extraordinary workload, or new or emerging mission requirement(s) creating the need to fill positions.

b. For the purposes of paragraphs 3(c) and 3(e) above, qualified candidates meet or will meet Defense Acquisition Workforce Improvement Act certification requirements within the required timeframe for appointment to the position being filled.

c. For the purposes of paragraph 3(i) above, qualified candidates are defined as individuals who possess a finance, accounting, management, actuarial science, or related degree from an accredited college or university, or equivalent experience relevant to the functions of the position being filled. In addition, qualified candidates meet or will meet the DoD Financial Management Certification Program requirements, within the required timeframe, for appointment to the position being filled, as applicable.

d. For the purposes of paragraph 3(j) above, business transformation is defined as the process of fundamentally changing the systems, processes, people, and technology across a whole business or business unit, to achieve measurable improvements in efficiency, effectiveness, and stakeholder satisfaction.

(1) To use category 3(j), positions must involve work executing continuous process improvement and/or organizational change across an entire business unit.

(2) Business transformation and management innovation appointees must have:

(i) A management or business background;

(ii) Experience working with large or complex organizations; and

(iii) Demonstrated expertise executing, via recognized, repeatable business improvement methods, at least one of the following: management or organizational change, data analytics, or business process design.

5. Announcement and Assessment Process

a. Public notice is not required; however, if posting job opportunity announcements, DoD Components must use announcements that are concise and easily understood. Public notice is appropriate if the area of consideration includes current DoD competitive service employees with permanent status.

(1) DoD Components will establish recruiting procedures that facilitate the identification of qualified individuals for referral to management for selection and appointment.

(2) DoD Components must ensure that merit system principles are followed when posting advertisements and announcements, receiving applications, referring candidates, and notifying applicants regarding receipt and status of their applications.

(3) Potential applicants should have ready access to information about how to apply for positions, and the basis on which they will be assessed to meet the qualifying criteria.

b. DoD Components will assess candidates against job-related criteria, ensuring they have the skills, education, training, and behavioral attributes that provide for successful job performance.

(1) Selectees for entry-level positions requiring the Administrative Careers with America (ACWA) assessment must be assessed using the most recent, streamlined ACWA examination or a validated alternative assessment instrument (e.g., select USA HIRE assessments).

c. Appointments under this authority are subject to the Priority Placement Program. Procedures applicable to the use of direct hiring authority may be found in the Priority Placement Program Handbook, Chapter 4, Appendix B.

6. Appointing Authority

Appointments may be made on a permanent, term, or temporary basis using the following Legal Authority Code/Legal Authority:

Z5CAQ/Direct Hire Auth 5 U.S.C. § 9905, 06/23/2023

7. Oversight and Accountability

Each DoD Component is responsible for determining the appropriate use of this DHA to meet workforce needs, ensuring implementation is in accordance with merit system principles and applicable collective bargaining agreements.

a. The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) is responsible for the development of implementing guidance and policies.

b. The Defense Civilian Personnel Advisory Service (DCPAS) will oversee and monitor use of this authority throughout the DoD.

c. DoD Components are responsible for oversight, accountability, and reporting for themselves and their serviced organizations.

d. Documentation for appointments made under this authority must be sufficient to allow reconstruction of actions taken and must be maintained for a time frame consistent with other appointing authorities (e.g., resumes, job opportunity announcements, candidate referral lists, if applicable).

e. Appointments under this authority will be evaluated as part of the DoD Human Capital Framework.

8. Reporting

a. DoD Components are required to annually report on the usage and effectiveness of the authority, as requested by DCPAS.

b. Reports must include an analysis of DHA usage, to include hiring improvements, adherence to merit system principles, and quantifiable impact on effectiveness in meeting staffing needs. Analysis should include data metrics regarding types of positions filled and types of candidates appointed, such as:

(1) Number of employees hired by position, series, and grade/pay band/level per each position category described in section 3 above;

(2) Number of veterans hired;

(3) Number of military spouses hired; and

(4) Number of internal candidates (i.e., current employees) hired.

9. Requesting Additional Positions Coverage

a. DoD Components may request additional position coverage if they find there is a critical hiring need or shortage of candidates for positions under paragraphs 3(e), 3(g), and 3(h) above. Submissions must be endorsed by the DoD Component headquarters of the civilian human resources policy office and will be submitted to DCPAS for approval by the USD(P&R).

b. Requests for additional coverage should include the following information:

(1) Recruitment needs, to include the current number of positions being recruited and the projected recruitment needs (projected retirements, projected turnover, increased/new workload);

(2) Supply gap, to include vacancy lapse rate, and market data analysis of labor market demand; and

(3) Past recruitment efforts (e.g., job fairs, compensation incentives) and evidence of ineffectiveness.

TABLE 1. Acquisition Career Fields	
AUDITING (AUD)	PRODUCTION, QUALITY AND MANUFACTURING (PQM)
BUSINESS - COST ESTIMATING (BCE)	PROGRAM MANAGEMENT (PM)
BUSINESS - FINANCIAL MANAGEMENT (BFM)	SCIENCE AND TECHNOLOGY MANAGEMENT (S&T)
CONTRACTING (CON)	ENGINEERING (ENGR)
FACILITIES ENGINEERING (FE)	TEST AND EVALUATION (T&E)
INFORMATION TECHNOLOGY (IT)	SMALL BUSINESS (SB)
LIFE CYCLE LOGISTICS (LCL)	

TABLE 2. Series/Occupation Title	
180 PSYCHOLOGIST	651 RESPIRATORY THERAPIST
181 PSYCHOLOGY AID & TECHNICIAN	660 PHARMACIST
185 SOCIAL WORKER	661 PHARMACY TECHNICIAN
186 SOCIAL SERVICES AID & ASSISTANT	662 OPTOMETRIST
601 GENERAL HEALTH SCIENCE	665 SPEECH PATHOLOGIST & AUDIOLOGIST
602 MEDICAL OFFICER / PHYSICIAN	667 ORTHOTIST & PROSTHETIST
603 PHYSICIAN ASSISTANT	668 PODIATRIST
610 NURSE	669 MEDICAL RECORDS ADMINISTRATOR
620 PRACTICAL NURSE	670 HEALTH SYSTEM ADMINISTRATION
621 NURSING ASSISTANT	671 HEALTH SYSTEM SPECIALIST
622 MEDICAL SUPPLY AID AND TECHNICIAN	673 HOSPITAL HOUSEKEEPING MANAGEMENT
630 DIETITIAN & NUTRITIONIST	675 MEDICAL RECORDS TECHNICIAN
631 OCCUPATIONAL THERAPIST	679 MEDICAL SUPPORT ASSISTANCE
633 PHYSICAL THERAPIST	680 DENTAL OFFICER / DENTIST
636 REHABILITATION THERAPY ASSISTANT	681 DENTAL ASST
640 HEALTH AID & TECHNICIAN	682 DENTAL HYGIENIST
642 NUCLEAR MEDICINE TECHNICIAN	683 DENTAL LABORATORY AID & TECHNICIAN
644 MEDICAL TECHNOLOGIST	688 SANITARIAN
645 MEDICAL TECHNICIAN	690 INDUSTRIAL HYGIENIST
646 PATHOLOGY TECHNICIAN	698 ENVIRONMENTAL HEALTH TECHNICIAN
647 DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	701 VETERINARIAN
648 THERAPEUTIC RADIOLOGIC TECHNOLOGIST	858 BIOENGINEER & BIOMEDICAL ENGINEER
649 MEDICAL INSTRUMENT TECHNICIAN	0081 PARAMEDICS

TABLE 3. Childcare Providers	
1701 GENERAL EDUCATION AND TRAINING	1702 EDUCATION AND TRAINING TECHNICIAN

**LIST OF DIRECT HIRE AUTHORITIES COVERED BY 5 U.S.C. § 9905 AND
SINCE CANCELED**

1. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Department of Defense Temporary Direct Hire Authority for Certain Competitive Service Positions,” February 1, 2019 (previously canceled).
2. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Inclusion of Office of Secretary of Defense Among Components of the Department of Defense Covered by Direct-Hire Authority for Financial Management Experts,” October 30, 2018 (previously canceled).
3. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Temporary Direct Hire Authority for the Department of Defense for Personnel to Assist in Business Transformation and Management Innovation,” August 10, 2018 (previously canceled).
4. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Temporary Direct-Hire Authority for Childcare Services Providers for Department Child Development Centers,” April 27, 2018 (previously canceled).
5. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Temporary Direct-Hire Authority for Financial Management Experts in the Department of Defense Workforce - Expansion of Organizational Coverage,” April 2, 2018 (previously canceled).
6. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Extension of Expedited Hiring Authority for Select Defense Acquisition Workforce Positions - Removal of Sunset Date,” September 6, 2017 (previously canceled).
7. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Direct Hiring Authority for Cyber-Workforce Positions,” August 22, 2017 (previously canceled).
8. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Temporary Direct-Hire Authority for Financial Management Experts in the Department of Defense Workforce,” June 1, 2017 (previously canceled).
9. Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Direct Hire Authorities for Select Technical Acquisition Positions,” December 5, 2016 (previously canceled).
10. Acting Under Secretary of Defense for Personnel and Readiness Memorandum, “Extension of Expedited Hiring Authority for Select Defense Acquisition Workforce Positions,” December 18, 2015 (previously canceled).

11. Acting Under Secretary of Defense for Personnel and Readiness Memorandum, “Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations,” December 14, 2015 (previously canceled).
12. Under Secretary of Defense for Personnel and Readiness Memorandum, “Temporary Direct Hire Authority for Employees of Installation Military Housing Offices in the Department of Defense,” April 24, 2020 (previously canceled).
13. Under Secretary of Defense for Personnel and Readiness Memorandum, “Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense,” October 15, 2021 (reissued)



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUL 20 2020

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP (SEE DISTRIBUTION)
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Additional Healthcare Occupations Temporarily Covered by Department of Defense Direct Hire Authority

Reference: Under Secretary of Defense for Personnel and Readiness memorandum, "Direct Hire Authority for Certain Personnel of the Department of Defense," April 2, 2020 (copy attached)

In support of the Department's response to the coronavirus disease 2019 (COVID-19) pandemic, the following healthcare occupational series are designated as critical need occupations covered by the referenced direct hire authority, until June 1, 2021:

Additional Medical Occupations	
0622 Medical Supply Aid and Technician	0679 Medical Support Assistance
0640 Health Aid and Technician	0688 Sanitarian
0646 Pathology Technician	0698 Environmental Health Technician
0670 Health System Administration	0081 Paramedics
0673 Hospital Housekeeping Management	

All other provisions of the reference continue to apply. Requests to extend coverage of these occupations or to add additional healthcare occupations should be submitted in accordance with the procedures specified in the reference.

For more information, my point of contact is Ms. Melissa Lalonde, Associate Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, whom you may reach at (571) 372-1557 or melissa.a.lalonde.civ@mail.mil.

Matthew P. Donovan

Attachment:
As stated

DISTRIBUTION:

Chief Management Officer of the Department of Defense
Secretaries of the Military Departments
Chairman of the Joint Chiefs of Staff
Under Secretaries of Defense
Chief of the National Guard Bureau
General Counsel of the Department of Defense
Director of Cost Assessment and Program Evaluation
Inspector General of the Department of Defense
Director of Operational Test and Evaluation
Chief Information Officer of the Department of Defense
Assistant Secretary of Defense for Legislative Affairs
Assistant to the Secretary of Defense for Public Affairs
Director of Net Assessment



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

SEP 29 2021

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Extension of Temporary Direct-Hire Authority for the Department of Defense for
Police Officers

- References: (a) Office of the Under Secretary of Defense for Personnel and Readiness
Memorandum, "Approval of Temporary Direct-Hire Authority for the
Department of Defense for Police Officers," September 30, 2019 (copy
attached)
- (b) Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire
Authority for Shortage Category and/or Critical Need Positions," June 6, 2017

This memorandum extends until September 30, 2026, the temporary direct-hire authority
for Police Officers, as provided in reference (a). All other provisions of reference (a) continue to
apply.

For more information, my point of contact is Ms. Kelly Cruz, Director, Employment and
Compensation, Defense Civilian Personnel Advisory Service, at (571) 372-1536 or
kelly.m.cruz.civ@mail.mil.

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Gilbert R. Cisneros, Jr.

Attachment:
As stated



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

SEP 30 2019

MEMORANDUM FOR CHIEF MANAGEMENT OFFICER OF THE DEPARTMENT OF
DEFENSE
SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR OF COST ASSESSMENT AND PROGRAM
EVALUATION
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR OF OPERATIONAL TEST AND EVALUATION
CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF
DEFENSE
ASSISTANT SECRETARY OF DEFENSE FOR LEGISLATIVE
AFFAIRS
ASSISTANT TO THE SECRETARY OF DEFENSE FOR PUBLIC
AFFAIRS
DIRECTOR OF NET ASSESSMENT
DIRECTORS OF DEFENSE AGENCIES
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: Approval of Temporary Direct-Hire Authority for the Department of Defense for
Police Officers

Reference: Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire
Authority for Shortage Category and/or Critical Need Positions," June 6, 2017

Pursuant to the Reference, I approve a temporary direct-hire authority (DHA) based on a
severe shortage of candidates needed to fill Police Officer (GS-0083) positions at General
Schedule grades 5 through 9 (or equivalent) for DoD vacancies worldwide. This temporary
DHA is valid for 2 years from the date of this memorandum. A review will be conducted in 18
months, at which time an extension may be considered.

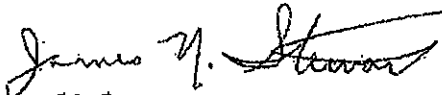
The DHA for these positions enables the DoD to hire any qualified applicant without
regard to title 5, U.S. Code, sections 3309-3318, which prescribe requirements for application of
veterans' preference and competitive examining to positions in the competitive service.

This DHA may be used to fill competitive service positions under a temporary, term, or
permanent appointment using the following Legal Authority Code/Legal Authority:

Z5CAB/Direct Hire Authority for Shortage Category/Critical Need, 5 U.S.C. 9902(b)(2),
6/6/2017.

Recruitment efforts should be expansive enough to ensure diverse candidate pools representative of all segments of society are considered. Public notice must be made as described in title 5, Code of Federal Regulations, section 337.203. The requirements of career transition programs, to include the Priority Placement Program, the Reemployment Priority List, and the Interagency Career Transition Assistance Plan, are applicable. When using this DHA, qualified candidates with veterans' preference should be considered as they are found, just as any qualified non-preference eligible candidate would be.

For more information, my point of contact is Ms. Melissa Lalonde, Associate Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, who may be reached at (571) 372-1557, or melissa.a.lalonde.civ@mail.mil.


James N. Stewart
Assistant Secretary of Defense for Manpower
and Reserve Affairs, Performing the Duties
of the Under Secretary of Defense for
Personnel and Readiness



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 16 2022

**MEMORANDUM FOR ASSISTANT SECRETARY OF THE AIR FORCE FOR MANPOWER
AND RESERVE AFFAIRS**

**SUBJECT: Extension of Temporary Direct-Hire Authority for Certain United States Air Force
Positions in the Aircraft Operation Series**

I have determined there continues to be a severe shortage of candidates needed to fill certain United States Air Force Aircraft Operation Series 2181 positions. This memorandum accordingly extends the temporary direct-hire authority until May 25, 2027, for those positions listed in the attached memorandum. All other provisions of the attachment continue to apply.

For more information, my point of contact is Ms. Kelly Cruz, Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, at (571) 372-1536 or kelly.m.cruz.civ@mail.mil.

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Gilbert R. Cisneros, Jr.

Attachment:
As stated

cc:
Deputy Chief of Staff for Manpower, Personnel, and Services,
Headquarters U.S. Air Force



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 26 2020

**MEMORANDUM FOR ASSISTANT SECRETARY OF THE AIR FORCE FOR MANPOWER
AND RESERVE AFFAIRS**

SUBJECT: Temporary Direct-Hire Authority for Certain United States Air Force Positions in the Aircraft Operation Series

Reference: Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions," June 6, 2017

I have determined there is a severe shortage of candidates needed to fill certain United States Air Force Aircraft Operation Series-2181 positions. I approve the use of direct-hire authority (DHA) to fill all Air Reserve Technician pilot positions and for pilot instructor and civilian simulator instructor positions, in General Schedule grades 9 through 14 (or equivalent), at the following locations.

Bases/Major Command	Geographic Location
Columbus Air Force Base (AFB)	Columbus, Mississippi
Laughlin AFB	Del Rio, Texas
Sheppard AFB	Wichita Falls, Texas
Tyndall AFB	Panama City, Florida
Vance AFB	Enid, Oklahoma

This DHA is valid for 2 years from the date of this memorandum. A review will be conducted in 18 months, at which time a request for continuation or modification may be considered.

This DHA may be used to hire any qualified applicant without regard to 5 U.S.C. §§ 3309-3318, which prescribe requirements for application of veterans' preference and competitive examining to positions in the competitive service. It may be used to fill competitive service positions under a temporary, term, or permanent appointment using the following Legal Authority Code/Legal Authority:

Z5CAB/Direct Hire Authority for Shortage Category/Critical Need, 5 U.S.C. 9902(b)(2), 6/6/2017.

Public notice must be made as described in 5 CFR § 337.203. The requirements of career transition programs, to include the Priority Placement Program, the Reemployment Priority List, and the Interagency Career Transition Assistance Plan, are applicable. When using this DHA, qualified candidates with veterans' preference should be considered just as any qualified non-preference eligible candidate would be.

For more information, my point of contact is Ms. Melissa Lalonde, Associate Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, whom you may reach at (571) 372-1557 or melissa.a.lalonde.civ@mail.mil.

A handwritten signature in cursive script, appearing to read "Matthew P. Donovan".

Matthew P. Donovan

cc:

Deputy Chief of Staff for Manpower, Personnel, and Services
Headquarters United States Air Force



PERSONNEL AND
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UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

DEC - 8 2021

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS

SUBJECT: Approval of Temporary Direct-Hire Authority for Department of the Army Criminal Investigators

Reference: Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions," June 6, 2017

Pursuant to the reference, I approve a temporary direct-hire authority (DHA) based on a critical hiring need in the Department of the Army to fill Criminal Investigator (GS-1811) positions at General Schedule grades 9 through 14 (or equivalent) in support of the Criminal Investigation Command Restructure directed by the Secretary of the Army to address the Fort Hood Independent Review Committee findings and recommendations. This temporary DHA expires 3 years from the date of this memorandum. A review will be conducted after two years, at which time an extension may be considered.

The DHA for critical need positions enables the Department of the Army to hire any qualified applicant without regard to 5 U.S.C. §§ 3309-3318, which prescribe requirements for application of veterans' preference and competitive examining to positions in the competitive service. The Department of the Army may use this DHA to fill competitive service positions under a temporary, term, or permanent appointment using the following Legal Authority Code/Legal Authority:

Z5CAB/Direct Hire Authority for Critical Need, 5 U.S.C. 9902(b)(2), 6/6/2017.

Public notice must be made as described in 5 CFR part 337.203. The requirements of career transition programs, to include the Priority Placement Program, the Reemployment Program List, and the Interagency Career Transition Assistance Program are applicable. When using this DHA, qualified candidates with veterans' preference should be considered as they are found, just as any qualified non-preference eligible candidate would be.

For more information, my point of contact is Ms. Katie Deibler, Acting Associate Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, at (571) 372-1697 or kathryn.d.deibler.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", written in a cursive style.

Gilbert R. Cisneros, Jr.