



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester

SUBJECT: Extension of Waiver of Requirement to Apply 5 U.S.C., Section 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Coronavirus Disease 2019 Pandemic

AUDIENCE: Appropriated Fund

ACTION: Disseminate to Department of Defense (DoD) Human Resources Practitioners and Hiring Managers

REFERENCES:

- a. Under Secretary of Defense for Personnel and Readiness (USD(P&R)) Memorandum, "Waiver of Requirement to Apply 5 U.S.C. § 3326 When Using Direct Hire Authority for Certain Positions Supporting the Response to the National Emergency Concerning the Coronavirus Disease 2019 Pandemic," dated March 15, 2022 (attached)
- b. USD(P&R) Memorandum, "Extension of Waiver of Requirement to Apply 5 U.S.C. § 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Coronavirus Disease 2019 Pandemic," dated May 12, 2021 (hereby canceled)
- c. USD(P&R) Memorandum, "Waiver of Requirement to Apply Title 5, United States Code, Section 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Novel Coronavirus Disease Outbreak," dated April 24, 2020 (attached)
- d. USD(P&R) Memorandum, "Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense," dated October 15, 2021
<https://www.dcpas.osd.mil/sites/default/files/2021-12/Expansion%20of%20DHA%20for%20Certain%20Personnel.pdf>

BACKGROUND/INTENT: Reference (a) cancels reference (b) and amends reference (c) to extend the waiver authority under section 3326 of title 5, United States Code, through September 30, 2022. All other provisions of reference (d) continue to apply.

POINT OF CONTACT: Employment and Compensation, Field Advisory & Support, dodhra.mc-alex.dcpas.list.ec-field-advisory--support@mail.mil.

Attachment:
As stated



PERSONNEL AND
READINESS

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

MAR 15 2022

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

SUBJECT: Waiver of Requirement to Apply 5 U.S.C. § 3326 When Using Direct Hire Authority for Certain Positions Supporting the Response to the National Emergency Concerning the Coronavirus Disease 2019 Pandemic

- References:
- (a) Presidential Notice, "Continuation of the National Emergency Concerning the Coronavirus Disease 2019 (COVID-19) Pandemic," 87 FR 10289, February 18, 2022
 - (b) Under Secretary of Defense for Personnel and Readiness (USD(P&R)) Memorandum, "Extension of Waiver of Requirement to Apply 5 U.S.C. § 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Coronavirus Disease 2019 Pandemic," May 12, 2021 (hereby canceled)
 - (c) USD(P&R) Memorandum, "Waiver of Requirement to Apply Title 5, United States Code, Section 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Novel Coronavirus Disease Outbreak," April 24, 2020 (copy attached)
 - (d) USD(P&R) Memorandum, "Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense," October 15, 2021 (copy attached)

Due to the continued efforts to combat the coronavirus disease 2019 pandemic, this memorandum cancels reference (b) and amends reference (c) to extend its expiration date until September 30, 2022. All other provisions of reference (d) 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.

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

Gilbert R. Cisneros, Jr.

Attachments:
As stated



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

APR 24 2020

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: Waiver of Requirement to Apply Title 5, United States Code, Section 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Novel Coronavirus Disease Outbreak

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

Effective immediately, the requirement to apply 5 U.S.C. § 3326, as provided in the reference, is temporarily waived for the following positions:

- Medical or health professions;
- Acquisition;
- Engineering;
- Installation infrastructure; and
- Other positions with duties that support the DoD response to the National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak.

All other provisions of the reference continue to apply. This exception to the reference expires on November 1, 2020.

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