



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.

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



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.

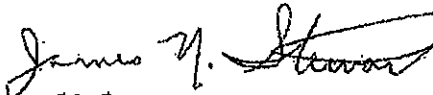
The DHA for these positions enables the DoD to hire any qualified applicant without
regard to title 5, U.S. Code, sections 3309-3318, which prescribe requirements for application of
veterans' preference and competitive examining to positions in the competitive service.

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