



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
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PERSONNEL AND  
READINESS

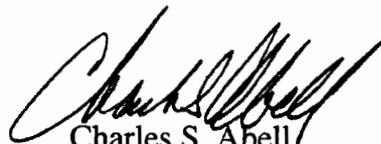
MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER  
AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE NAVY (MANPOWER  
AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE AIR FORCE  
(MANPOWER AND RESERVE AFFAIRS)  
ACTING DIRECTOR, ADMINISTRATION AND  
MANAGEMENT  
DIRECTORS OF DEFENSE AGENCIES  
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: Return Rights for DoD Employees Supporting the Global War on Terrorism

The President recognizes that civilian employees play a major role in the success of the Global War on Terrorism (GWOT) and encourages Federal agencies to recognize their significant contributions in the defense of freedom. Granting return rights to Department of Defense (DoD) employees who accept appointments to temporary organizations, such as the Iraq Reconstruction Management Office, is consistent with our National priorities. I encourage you to do so where possible.

Title 5, United States Code (U.S.C.), Section 3161(g) states that "an employee serving under a career or career conditional appointment or the equivalent in an agency who transfers to or converts to an appointment in a temporary organization with the consent of the head of the agency is entitled to be returned to the employees former position or a position of like seniority, status, and pay." The statute prescribes the conditions under which return rights may be granted. This provision supports the retention of DoD employees who volunteer or are requested to accept assignment to temporary organizations. Generally, these employees are recognized for their high level of occupational skill and knowledge, or professional expertise.

Please refer questions to my point of contact, Ms. Janet Grubbs, who can be reached at (703) 696-1622.

  
Charles S. Abell  
Principal Deputy