



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

March 14, 2008

Mr. Brad Bunn
Director, Civilian Personnel Management Service
Department of Defense
1400 Key Boulevard
Arlington, VA 22209-5144

Dear Mr. Bunn:

The U.S. Office of Personnel Management (OPM) has approved your request for the U.S. Army Corps of Engineers (USACE) to use Direct Hire Authority (DHA) to fill 165 of the following positions at the 11 through 13 grade levels (or equivalent) in New Orleans, Louisiana:

Table with 2 columns: Title, Series. Rows include Mechanical Engineer (0830), Electrical Engineer (0850), Civil Engineer (0810), Hydraulic Engineer (0810), and Structural Engineer (0810).

Your request meets the definition and requirements in 5 CFR 337, subpart B, for a critical hiring need for these positions which are still needed as a result of the devastation caused by Hurricanes Katrina and Rita. Due to the President's 2008 extension of the Declaration of a National Emergency, recent congressional taskings to enhance flood control requirements, and the ongoing Global War on Terror (GWOT), USACE must:

- Manage the New Orleans District's largest port complex on earth;
• Adhere to enhanced flood control requirements that validate the critical need to respond quickly, ensuring engineers are available at the right time to achieve adequate protection of life and property and support mission readiness;
• Manage \$6.5 billion in projects to restore the hurricane protection system to pre-authorized protection levels and to enhance the system to protection levels to achieve the certificate required for participation in the National Flood Insurance Program;
• Supplement State and local efforts in the areas of disaster preparedness, emergency operations, and permanent rehabilitation of Federal and non-Federal flood storm damage reduction projects;
• Expedite completion of flood control structures to their original pre-hurricane authorized levels; and
• Establish and staff three additional organizations to accomplish a National priority reconstruction operation.

Conditions and work still exist since the issuance of your initial direct-hire authority by virtue of recent mandates. Your request continues to reveal the use of the competitive process. You utilized superior qualification appointments, recruitment and retention incentives, and career ladder opportunities. Your support of the ongoing GWOT mission with approximately 4,000 civilian deployments over the past 4 years has impacted significantly your ability to retain qualified employees for work needed in the New Orleans vicinity.

**Your authority reads:**

**DoD-008** issued on the date of this letter, for Engineer positions (listed above) at the 11 through the 13 grade levels (or equivalent) in New Orleans, LA. This authority is based on a critical hiring need to fill vacancies quickly to comply with congressional mandates and to support the Global War on Terror. This direct-hire authority expires **December 31, 2010.**

**Using this DHA:**

You may use this authority to make competitive service career, career-conditional, term, or temporary appointments, as appropriate, without regard to provisions of 5 U.S.C. 3309-3318 or 5 CFR part 211 and part 337, subpart A. These appointments are subject to public notice requirements in 5 U.S.C. 3327 and 3330 and 5 CFR part 330, including the displaced employee procedures found at 5 CFR part 330, subpart G, and requirements in 5 CFR 332.407. In addition, USACE must comply with all relevant laws to the extent that they are not exempted from such laws pursuant to 5 U.S.C. 3304(a)(3). Further, we ask that you continue to make employment offers to qualified candidates with veterans' preference whenever possible.

**OPM Oversight**

You must use two authority codes when documenting personnel actions using this direct-hire authority. The first code "AYM" automatically fills in "Reg. 337.201" on the Notification of Personnel Action, Standard Form 50. The second authority code "BYO" identifies your use of this agency-specific authority. Using these two authority codes will help us evaluate the use of the authority without requiring agency reports. On a periodic basis, OPM will determine if continued use is supportable. USACE may request an extension by providing information that demonstrates continued or additional congressional tasks.

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We are confident this authority will help you to fill these critical positions. If you have questions about this direct-hire authority, please contact Darlene Phelps on (202) 606-1730 or e-mail at [Darlene.Phelps@opm.gov](mailto:Darlene.Phelps@opm.gov).

Sincerely,

A handwritten signature in black ink, appearing to read 'LMS', with a long, sweeping horizontal flourish extending to the right.

Linda M. Springer  
Director