



DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR-CP (RN 690-300)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Direct Hire Authority for Certain Personnel of the Department of Defense
(Title 5 United States Code, Section 9905)

1. References:

a. Title 5, United States Code (U.S.C.), Section, 9905 (Direct hire authority for certain personnel of the Department of Defense).

b. Under Secretary of Defense (Personnel and Readiness) memorandum, (Direct Hire Authority for Certain Personnel of the Department of Defense), dated 23 June 2023.

c. SAMR memorandum, (Delegation of Civilian Human Resources Authority, Matrix 02-2017), dated 23 Oct 2017.

d. SAMR memorandum, (Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense (Title 5 United States Code, Section 9905), dated 17 February 2022 (hereby rescinded).

2. The Department of the Army will use the Direct Hire authority (DHA) for the DoD under section 9905 of title 5, U.S.C., in accordance with the DoD implementing procedures outlined in reference 1.b. This direct hire authority incorporates, streamlines, and simplifies certain DoD civilian hiring authorities. This DHA should primarily be used to appoint qualified candidates who are not existing DoD competitive service employees with permanent status.

3. The Army's policy is to exercise maximum flexibility on the use of the direct hire authorities and not to supplement or restrict DoD's policy. This policy is effective immediately. The Assistant G-1 for Civilian Personnel (AG-1CP)'s update to the implementing guidance is forthcoming. No appointments may be made under this authority after September 30, 2025, unless otherwise noted. Updates will occur as necessary to incorporate changes required by rule, law, regulation, or higher authority guidance.

4. Additional position coverage may be requested if there is a critical hiring need or shortage of candidates that fall under certain categories covered under this authority (reference 1.b). Submit requests through AG-1CP, to the Deputy Assistant Secretary of

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the Army for Civilian Personnel (DASA-CP) for my review and submission to DoD for approval.

5. Bargaining obligations must be fulfilled at the local level prior to implementation for bargaining unit positions.

6. By 30 September of each year, the Headquarters, Department of the Army, Army Commands, Army Service Component Commands, and Direct Reporting Units must report on the usage and effectiveness of the authority, as requested.

7. The point of contact is Ms. Stephanie J. Fallarme-Dove, Office of the DASA-CP, ASA (M&RA), (703) 695-5154, DSN 225-5154, or stephanie.j.fallarme-dove.civ@army.mil.

Encls

AGNES GEREKEN SCHAEFER

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