



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
2050 WORTH ROAD
FORT SAM HOUSTON, TEXAS 78234-6000

REPLY TO
ATTENTION OF

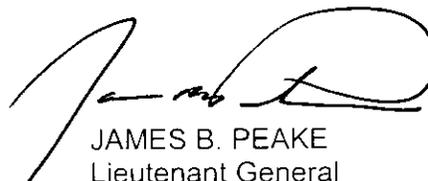
MCPE-C

09 DEC 2003

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS

SUBJECT: FY04 Direct Hire Appointment Authority for Target Health-Care Occupations

1. Section 8099 of the Department of Defense Appropriations Act, 2004, Public Law 108-87, signed 30 September 2003, authorized the continued use of the Direct Hire Authority (DHA) for 11 healthcare occupations through 30 September 2004. I hereby delegate to you the authority and responsibility to make civil service appointments into these 11 target civilian medical occupations, without the usual Title 5 rules of engagement. The authority delegated herein may be further delegated, and shall remain in effect until its expiration or is rescinded in writing by me.
2. Since May 02 through Sep 03, you have appointed 1,188 new hires into the 11 healthcare occupations with an average fill time of 20.6 calendar days; during FY03 you appointed 788 new hires with an average fill time of 17.9 days. You have improved MEDCOM average fill time from 105 days prior to the use of DHA, to 29 days for Oct 02, to the current fill time of 17.9 days – significant improvements resulting in timely and quality medical services to our people in uniform, military families, and retirees. Since May 02, one in every five of our employees (22 percent) in these occupations was appointed through the DHA. Although we fill these critical occupations quickly, there is a need to improve our ability to retain high quality civilian employees through the use of equitable compensation, incentives, training, and enriched morale in the work environment.
3. I ask for your continued support and commitment to finding ways to attract, hire and retain high quality civilian employees in these target medical occupations. Meanwhile, I shall continue to aggressively pursue flexibilities in the personnel management programs to address our mission needs.
4. The Civilian Personnel Division will continue to provide guidance directly to you, provide reports to me on the use of DHA, and represent our interests in seeking civilian personnel program provisions to better our recruitment and retention of all medical personnel. Our point of contact is Paul Macias, paul.macias@amedd.army.mil, DSN 471-6509 or commercial (210) 221-6509 or 6859.



JAMES B. PEAKE
Lieutenant General
Commanding

CF:
Directors/Office Chiefs