



REPLY TO
ATTENTION OF

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

MCPE-C

9 May 2002

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS

SUBJECT: Streamlined Appointment Authority for Target Medical Occupations

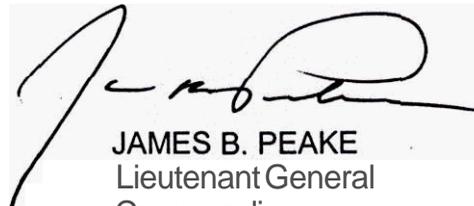
1. In accordance with Section 8151 of the Fiscal Year 2002 National Defense Appropriation Act, PL 107-117, I hereby delegate to you the authority and responsibility delegated to me by the Assistant Secretary of the Army, Manpower & Reserve Affairs (ASA (M&RA)) to make new civil service appointments into target medical positions without the usual title 5 rules of engagement. The authority delegated herein may be further delegated. Enclosure 1 provides a description of the authority ("direct hire" authority) and the implementation rules and processes; Enclosure 2 is a flow chart of the process. This delegation shall remain in effect for three years from the date of the execution, unless earlier rescinded in writing by me.

2. I want all medical activities to be aggressive in finding qualified candidates to fill medical vacancies to documented requirements and in submitting the necessary paperwork to bring these people on board quickly. Your servicing Civilian Personnel Advisory and Operations Centers are your partners to make this happen.

3. Appoint a lead person in each medical activity to manage this direct hire authority. In conjunction, make good use of fiscal incentives such as special salary rates, recruitment bonuses, relocation allowances, advanced in-hire salary rates, and tuition reimbursement or assistance. Recruit locally through job fairs and newspaper and radio ads. Encourage your staffs to solicit applications from the local community and to assist applicants in submitting the necessary resumes and supporting documentation for immediate hires.

4. This is a rare opportunity to bring qualified civilian health care professionals into the MEDCOM team quickly and simply. Use it wisely. I have tasked the Civilian Personnel Division to issue additional implementing instructions and to report our use of direct hire authority monthly. My point of contact is Mr. Paul Macias, paul.macias@amedd.army.mil. telephone number DSN 471-6509 or commercial (210) 221-6509 or 6859.

2 Encls
as



JAMES B. PEAKE
Lieutenant General
Commanding

CF: Chiefs, Staff Offices