



PERSONNEL AND  
READINESS

UNDER SECRETARY OF WAR  
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WASHINGTON, D.C. 20301-4000

JUN - 9 2026

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER  
AND RESERVE AFFAIRS

SUBJECT: Temporary Direct-Hire Authority for United States Army Corps of Engineers for  
Real Estate Personnel

References: (a) Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire  
Authority for Shortage Category and/or Critical Need Positions," June 6, 2017  
(b) Under Secretary of Defense for Personnel and Readiness Memorandum,  
"Approval of Temporary Direct-Hire Authority for United States Army Corps  
of Engineers for Real Estate Personnel," June 30, 2022 (rescinded)

This memorandum updates the temporary direct-hire authority (DHA) to fill United States Army Corps of Engineers (USACE) real estate positions worldwide in the Realty series (GS-1170) in General Schedule Grades 9 through 15 (or equivalent), and Appraising series (GS-1171) in General Schedule Grades 12 through 15 (or equivalent). Pursuant to reference (a), I have determined that a severe shortage of candidates continues to exist. To expedite hiring, USACE is authorized to bypass the requirements contained within 5 U.S.C. §§ 3309-3318, which prescribe requirements for application of veterans' preference and competitive examining. Reference (b) is hereby rescinded.

This DHA may be used to fill competitive service positions under a temporary, term, or permanent appointment using the following Legal Authority Code/Legal Authority:

Z5CAB/Direct Hire Authority for Critical Need, 5 U.S.C. § 9902(b)(2), 6/6/2017.

Public notice must be provided as described in 5 CFR § 337.203. All requirements of career transition programs, including the Priority Placement Program, the Reemployment Program List, and the Interagency Career Transition Assistance Program, are applicable.

This DHA expires 4 years from the date of this memorandum, unless terminated earlier in writing.

My point of contact is Mr. Michael A. Cogar, Deputy Assistant Secretary of War for Civilian Personnel Policy, at michael.a.cogar3.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Anthony J. Tata".

Anthony J. Tata