



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240

Memorandum

MAY 22 2002

To: Director, Bureau of Land Management
Director, National Park Service
Director, Fish and Wildlife Service
Director, Bureau of Indian Affairs
Bureau and Equivalent Office Personnel Officers

From: J. Michael Trujillo
Deputy Assistant Secretary - Human Resources and Workforce Diversity

Subject: National Fire Plan - Recruitment Incentives

This memorandum modifies the requirement for review and approval of a Recruitment Bonus, Relocation Bonus or Retention Allowance (3R's) for positions filled under the Department of Interior's (DOI) National Fire Plan. Further, it reissues guidance on waiving the dual competition limitations when re-employing a federal annuitant in a DOI National Fire Plan position.

- The attached Personnel Bulletin 01-02 delegates authority to approve the 3R incentives to heads of bureaus and equivalent organizations. To expedite action on requests to use this authority for positions filled under the DOI National Fire Plan, and to maintain consistency and prudence in the use of the 3R's among bureaus and with the U.S. Forest Service, the Director, Office of Fire and Aviation, Bureau of Land Management at the National Interagency Fire Center, is authorized to approve requests. If a request is disapproved, the Director will notify the bureau or equivalent organization and provide rationale for disapproval. The bureau/organizational head may appeal the disapproval.
- The attached Secretarial Order No. 3227 delegates to the Director, Office of Fire and Aviation, Bureau of Land Management, authority to waive salary reduction requirements when re-employing a federal annuitant in a DOI National Fire Plan position. The Office of Personnel Management expects that efforts to hire, including use of bonuses, will be exhausted before waiving dual compensation limitations for re-employed annuitants. Therefore, requests to waive the dual compensation limitations for re-employed federal annuitants must state the maximum recruitment bonus was offered, but was insufficient incentive to return the annuitant to federal employment.

Our point of contact in the Office of Personnel Policy, Lisa Williams, can be reached at (202) 208-6755.

2 Attachments

cc:
Director, Office of Fire and Aviation
Director, Office of Wildland Fire Coordination