



Forest  
Service

Washington  
Office

1400 Independence Avenue, SW  
Washington, DC 20250

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**Route To:**

**Subject:** Interim Direction for Rehire of Long-Term Temporary Seasonal Employees

**To:** Regional Foresters, Station Directors, Area Director, IITF Director, Deputy Chiefs and WO Directors

On May 17, 2011, I issued a letter expressing appreciation for the work and contributions of “1039” temporary employees and reported that the Forest Service had, in partnership with the National Federation of Federal Employees (NFFE), adopted the issue of temporary employment as part of the Forest Service’s Cultural Transformation Plan. As part of this initiative, the Forest Service Partnership Council (FSPC) was tasked to develop a hiring policy to be implemented for the fiscal year 2012 field season. This work is now complete. The enclosed interim direction shall be used for the 2012-2014 field seasons, after which time it will be reassessed by the FSPC.

Note that the interim direction does not affect decisions about which positions will be created and filled. These decisions will continue to be made through the normal budget and workforce planning process.

The interim direction does not affect decisions about use of rehire authority for former temporary seasonal employees who do not meet the stated criteria. All former temporary employees will continue to have their existing rehire eligibility; however, it will remain up to individual hiring officials to decide whether they will use rehire authority or a different authority to fill positions for which there are no long-term temporary employees who meet these criteria.

Finally, the interim direction does not apply to temporary employees whose appointments were made to the excepted service pursuant to 5 CFR 213.104. Each season, we employ thousands of students in Schedule B excepted service positions. Returning students have rehire eligibility; however, the manner in which it may be used is not affected by this direction.

These efforts are consistent with recruitment and retention objectives of the Cultural Transformation Plan. We appreciate your continued support as we move the Forest Service forward in its cultural transformation. If you have any questions, please contact Averiel Wolff at (505) 563-9224 or aawolff@fs.fed.us.

*/s/ Mary Wagner (for)*  
THOMAS L. TIDWELL  
Chief



# **Interim Direction for Rehire of Long-term Temporary Seasonal Employees in the Competitive Service**

**January 6, 2012**

This direction applies to temporary seasonal appointments made under the authority at 5 CFR 316.401(d). Employment under this authority is limited to less than 1,040 hours, excluding overtime and eligible training, during the calendar year that begins on the date of the employee's initial appointment.

Temporary seasonal employees may be noncompetitively reappointed on the basis of being a former temporary employee for up to three (3) years following the date of separation to the same position or another position appropriate for temporary appointment with the same qualification requirements in the same major subdivision (Forest, Regional Office, Station, Area Office, or Washington Office) or, in the case of positions in functions that have been zoned (as documented by an approved zone organizational chart), within the same zone. (Ref. 5 CFR 316.402(b)(7) and FSH 6109.12 Chapter 60). Administratively combined Forests are considered to be a single Forest.

The Forest Service defines a long-term temporary seasonal employee (LTSE) as an individual:

- with twenty four (24) months or more of previous service time as determined by his/her leave service computation date (SCD-Lv), and
- whose initial appointment to the Forest Service was four (4) or more years ago.

A LTSE who has expressed a desire to be rehired will be noncompetitively reappointed to any position for which s/he is eligible for reappointment if the following conditions are met:

- The position is planned to be filled as a result of the normal budget and workforce planning process,
- The employee's previous performance has not been rated below fully successful,
- The employee has not been guilty of misconduct, and
- The employee has rehire eligibility for the position.

If the number of LTSEs eligible under this policy to be noncompetitively reappointed exceeds the number of available positions to be filled, the hiring official will choose those individuals best suited to meet mission needs.