



File Code: 6130

Date: May 17, 2011

Route To:

Subject: Revised Temporary Seasonal "1039" Employment

To: Rehire Eligible

As we approach the new field season, the need for temporary employees to assist in our mission increases. Over the years, we have successfully used the "1039" employment authority to hire and rehire tens of thousands of temporary employees. We will continue to use this authority to meet critical mission needs.

The Forest Service appreciates the work and contributions of "1039" temporary employees and all other temporary employees. You contribute immensely to our mission to sustain the health, diversity, and productivity of the Nation's forests and grasslands. In recognition of this fact, the Chief, in partnership with the National Federation of Federal Employees (NFFE), has adopted the issue of temporary employment as part of the Forest Service's Cultural Transformation Plan. Two initiatives will be undertaken as part of this effort.

First, the Forest Service Partnership Council will work to develop a hiring policy for the fiscal year 2012 field season. A subgroup will be chartered to propose a definition of "long-term temporary seasonal employee" and a policy regarding appropriate use of the 1039 appointing authority. The subgroup will also utilize the workforce planning process to identify positions appropriate for temporary employment and those appropriate for permanent employment.

Second, in the spirit of collaboration, Forest Service leadership is committed to work with NFFE toward establishment of a "path to permanence" for long-term temporary seasonal employees. A "path to permanence" will require legislation to implement. The specific goals are to:

- Grant competitive standing to long-term temporary seasonal employees so they can compete for career jobs like any other federal employee.
- Provide for conversion to career status of long-term temporary seasonal employees if their job is converted to a career-status position.
- Provide long-term seasonal firefighters with credit for their temporary service time for the purpose of meeting the maximum entry age requirement for career firefighter positions.

These efforts are consistent with the recruitment and retention objective of the Cultural Transformation Plan. We appreciate your continued support as we move the Forest Service forward in its Cultural Transformation.

/s/ Thomas L. Tidwell
THOMAS L. TIDWELL
Chief

