



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CEHR-D

26 Mar 03

MEMORANDUM FOR COMMANDERS/DIRECTORS, USACE COMMANDS, ALL USACE EMPLOYEES


SUBJECT: Civilian Deployment in Support of Operation Enduring Freedom (OEF)

1. Over the past several months volunteers from many locations throughout the U.S. Army Corps of Engineers (USACE) have courageously risen to meet the challenge of ensuring that USACE fulfills its assigned OEF overseas missions. We are very proud of the service the volunteers are providing to both USACE and our country. However, if it were not for the strong support of family members and co-workers, who pick up the extra work at the home station, these volunteers would not be able to achieve the high level of success we have seen. We extend our sincerest thanks to all of you and to your families.
2. As USACE receives additional missions from Headquarters, Department of the Army, our need for volunteers becomes more critical. However, before any consideration is given to mandatory deployment, HQUSACE will canvass the entire command for volunteers. We realize how difficult it is for our USACE line workers and managers to continue to support these additional missions and still complete the daily project requirements at home. To supplement the current workforce and get all of our work done on time, we encourage Commanders to take advantage of the hiring flexibilities, which were granted by the Office of Personnel Management (OPM) after the September 11 terrorist attacks. OPM has extended use of four hiring flexibilities for the purposes of Operation Enduring Freedom and Noble Eagle. These emergency hiring flexibilities permit the agency to make: emergency temporary appointments under Schedule A authority; SES limited emergency appointments; salary offset waivers to reemploy annuitants; and, Voluntary Separation Incentive Program (VSIP) buyout repayment waivers. These authorities may be used to supplement both the OEF volunteer workforce as well as the workforce needed to continue projects at home, while the permanent employees fulfill OEF deployment missions. Supervisors may obtain detailed information concerning these authorities from the servicing Civilian Personnel Advisory Center.
3. We encourage all USACE employees to volunteer their skill and knowledge in support of OEF. This is an excellent opportunity to gain diversity of experience in another geographic environment on a short-term basis. Employees who are willing and able to volunteer should discuss the matter with their immediate supervisor. Volunteers must then complete the on-line Personal Data Sheet in the USACE emergency management ENGLink Interactive Deployment Module. Separate instructions regarding access to ENGLink Interactive are attached. The servicing CPAC can advise individuals on all deployment entitlements and requirements.

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4. Again, I thank you all for your tireless efforts on behalf of the U.S. Army Corps of Engineers and the nation and encourage you to consider volunteering for a temporary assignment to an overseas location in support of Operation Enduring Freedom.



ROBERT B. FLOWERS
Lieutenant General, USA
Commanding