



**Homeland
Security**

October 2, 2008

MEMORANDUM FOR: All DHS Employees

FROM:


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Chief Human Capital Officer

SUBJECT:

DHS Human Resources Management System

The Department of Homeland Security will rescind application of its new human resources system beginning today. This means that employees who were covered by the department's new system will be brought into alignment with systems currently in place for most Federal agencies. This change will be transparent to most employees, and it should also be noted that no current salary adjustments or bonus decisions will be affected.

The reason for this change is due to the Department's appropriations act for fiscal year 2009, which prohibits spending funds to operate our new DHS human resources management system. The new system covered about 35,000 employees under regulations jointly issued by DHS and the Office of Personnel Management under 5 CFR Part 9701 on February 1, 2005. These employees will now revert to coverage under general human resources statutes of the Federal government as detailed in Chapters 43, 75 and 77 of Title 5 of the United States Code.

Sorting out this process will involve continuing consultation with the Office of Personnel Management and with the various human resources offices across the Department. The latest information has been posted on DHS Online at:

<https://dhsonline.dhs.gov/portal/jhtml/community.jhtml?index=3&community=MGMT>