

From: Dave Demas [REDACTED]
Sent: Wednesday, September 16, 2026 8:27 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: Today's judiciary mark up HR 3442

Good morning,

As H.R. 3342 moves into markup, we wanted to share a few quick points. We support the goal of improving BOP's ability to hire qualified staff, especially if this authority is paired with H.R. 7033 so hiring speed and competitive pay work together.

Our main concern is the breadth of the direct-hire authority. Guardrails protecting veterans' preference, merit-based hiring, internal promotion pathways, qualification standards, and collective-bargaining obligations would help ensure the authority is used appropriately. Congress may want to consider clarifying language or amendments that reinforce these protections.

Transparency is also important. Institution-level reporting on hires, positions filled through direct hire, and the methodology behind the 96% staffing threshold would help maintain accountability and prevent misuse.

We support giving BOP another tool to address vacancies, but it needs oversight and safeguards. With those in place — and paired with H.R. 7033 — this authority could be helpful.

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