



HIRING OPTIONS & HIRING INCENTIVES MATRIX

DoD encourages managers to consider the various hiring options and hiring incentives available when filling their vacancies. Please note: This is not an all-inclusive list; rather, it is a list of the most common hiring options and incentives for you to discuss with your HR professional.

OPTIONS ▾ INCENTIVES ▶		COMPENSATION	PAID TRAVEL	OTHER
INTERNAL <small>CURRENT FEDERAL EMPLOYEES</small>				
	Merit Promotion	<ul style="list-style-type: none"> Retention Incentive Relocation Incentive 	<ul style="list-style-type: none"> Permanent Change of Station (PCS) – mandatory under PPP 	<ul style="list-style-type: none"> Student Loan Repayment Telework Alternative Work Schedule
EXTERNAL <small>NOT CURRENT FEDERAL EMPLOYEES</small>				
SPECIAL	Military/Civilian Spouses or Family Members	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	People with Disabilities	<ul style="list-style-type: none"> Recruitment Incentive Highest Previous Rate Superior Qualifications Appointments 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	Students	<ul style="list-style-type: none"> Superior Academic Achievement Superior Qualifications Appointments 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	Veterans	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate 	<ul style="list-style-type: none"> First-duty station travel Permanent Change of Station (PCS) 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
OTHER	Examples: Delegated Examining, Reinstatement, Interchange Agreements, etc.	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate 	<ul style="list-style-type: none"> First-duty station travel Permanent Change of Station (PCS) 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
CRITICAL	Direct Hire (includes Medical, IT & Acquisition communities)	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate Head Nurse Pay (Medical) 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Telework Alternative Work Schedule Credit for nonfederal and uniformed service for determining annual leave