



READINESS AND FORCE
MANAGEMENT

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

OCT 12 2012

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Extension of Schedule A Authority for Iraq and Afghanistan

The Office of Personnel Management (OPM) approved a two-year extension of the Schedule A appointing authority for temporary and time-limited appointments in direct support of operations in Iraq and Afghanistan. The attached authority was effective on October 1, 2012, and will expire September 30, 2014.

OPM established new requirements that include limitations on position and duty location coverage, application of veterans' preference, the use of a new legal authority code, and reporting requirements to OPM. The authority now reads as follows:

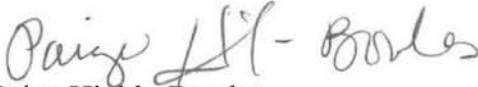
"Schedule A, 213.3106(b)(10) - Temporary or time-limited positions in direct support of U.S. Government efforts to rebuild and create an independent, free and secure Iraq and Afghanistan. This authority may only be used when no other appropriate appointing authority applies. In general, the duties of these positions must be performed in Iraq or Afghanistan. No new appointments may be made under this authority after September 30, 2014."

Policy and Guidance:

- This authority may not be used when other appointing authorities are suitable. It is intended to enable the Department to quickly fill positions where the Department has special requirements or a need to respond quickly to an emergent or unanticipated requirement to train, sustain, or provide advisory services that are directly related to the security, reconstruction, or drawdown efforts in Iraq or Afghanistan.
- Selecting officials must ensure the duties of positions filled under this authority are primarily performed in Iraq or Afghanistan, or have significant deployment requirements, or are based on an emergent or unanticipated requirement directly related to the security, reconstruction, or drawdown efforts.
- This authority may not be used to fill General Schedule positions below grade 09 (or equivalent) or journeyman-level Wage Grade positions outside of Iraq or Afghanistan unless the duties require deployment to one or both areas.
- Appointments may be either temporary in accordance with title 5, Code of Federal Regulations (CFR), 213.104 or time-limited to mirror the service limitations stated in 5 CFR 316.301(a).

- Positions filled under this authority must follow the veterans' preference provisions stipulated in 5 CFR 302.
 - The “administratively feasible” provision of 5 CFR 302.101(c) does not apply to appointments made under this authority.
- All appointments under this authority must be documented on the Notification of Personnel Action, SF-50, with authority code ZVG/Sch A, 213.3106(b)(10).
 - The ZVG authority code may be used together with nature of action codes 171, 571, or 760. Use of this code for new appointments expires on September 30, 2014.
- Military Departments, Defense Agencies, Department of Defense Field Activities with independent appointing authority, and other Organizations who use this authority must submit quarterly reports detailing its use until the authority expires. Reports should include the information shown on the attached sample report. Please submit your reports to staffing@cpms.osd.mil, attention LaVoris Minor-Fountain. The first report is due on January 15, 2013, and subsequent reports are due on the 15th of each month following the end of the quarter until the authority expires.

Should you have any questions regarding the use of this authority, my point of contact for this guidance is Mr. Jeff Nelson, DCPAS, Chief, Staffing Policy Advisory Branch. Mr. Nelson may be reached at (571) 372-1540 or Jeffrey.Nelson@cpms.osd.mil.


Paige Hinkle-Bowles
Deputy Assistant Secretary
(Civilian Personnel Policy)

Attachments:
As stated

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UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Employee Services

SEP 26 2012

Ms. Paige Hinkle-Bowles
Principle Director
Personnel and Readiness
Office of the Under Secretary of Defense
4000 Defense Pentagon
Washington, DC 20301-4000

Dear Ms. Hinkle-Bowles:

This amends our response, dated August 29, 2012, to the Department of Defense (DOD) request, dated March 19, 2012, to extend its Schedule A, 213.3106(b)(10) appointing authority for Iraq and Afghanistan for an additional 4 years. This amendment is necessary due a correction to the specific legal authority code assigned for use with this authority.

The authority continues to read as follows:

Schedule A, 213.3106

(b)(10) Temporary or time-limited positions in direct support of U.S. Government efforts to rebuild and create an independent, free and secure Iraq and Afghanistan. This authority may only be used when no other appropriate appointing authority applies. In general, the duties of these positions must be performed in Iraq or Afghanistan. No new appointments may be made under this authority after September 30, 2014.

As previously stated in our August 29, 2012 approval, this Schedule A authority is *not* covered by 5 CFR 302.101(c) "Positions exempt from appointment procedures." When making appointments under this authority, DoD must use the excepted service hiring procedures and apply veterans' preference provisions provided in 5 CFR part 302.

Our previous approval cited ZVF as the legal authority code for use with this authority. That code must be changed to ZVG/Sch A, 213.3106(b)(10), and must be cited when filling positions under this authority. Any appointments processed using ZVF must be corrected to reflect the appropriate ZVG code. We apologize for this inconvenience. Authority code ZVG may be cited together with NOACs, 171, 571, and 760, on personnel actions effective on or after October 1, 2012. Legal authority code ZVG will expire on September 30, 2014, and may not be cited by DOD after this date for new appointments.

Ms. Hinkle-Bowles

2

If you have any questions regarding the use of this authority, your staff may contact Gale Perryman at (202)606-1143 or gale.perryman@opm.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Kimberly A. Holden". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kimberly A. Holden
Deputy Associate Director
Recruitment and Hiring