



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

DEC 17 2015

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Extension of Schedule A Authority for Cyber Security Positions

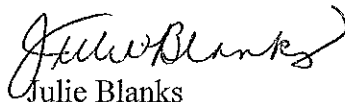
The Office of Personnel Management (OPM) approved an extension to the Schedule A authority, 213.3106(b)(11) for certain positions in the cyber security workforce within the Department of Defense (DoD). The attached extended authority is effective through December 31, 2017.

Requirements:

- This appointing authority may not be used when other appointing authorities are suitable. It is intended to enable the Department to fill positions with special requirements that are not currently reflected in the existing OPM qualification standards.
- The U.S. Cyber Command, Army Cyber Command, Fleet [Navy] Cyber Command, Air Force Cyber Command, and Marine Forces Cyber Command are authorized to hire individuals in the 0301 occupational series for those positions requiring unique cyber security skills and knowledge.
- Appointments may be permanent; temporary in accordance with section 213.104 of title 5, Code of Federal Regulations (CFR); or time-limited to reflect the service limitations in section 316.301(a) of title 5, CFR.
- This appointment authority is not covered by section 302.101(c) of title 5, CFR, "Positions exempt from appointment procedures." Positions filled under this authority for which applicants have been solicited must follow the veterans' preference provisions stipulated elsewhere in part 302 of title 5, CFR.
- This appointment authority may not be used to make appointments after December 21, 2017; however, employees appointed under the authority may remain on board after that date.
- All appointments under this authority must be documented on the Notification of Personnel Action, Standard Form 50, with the authority code/legal authority "XZM/Sch A, 213.3106(b)(11)."
 - Accurate coding of this authority is critical for information reporting purposes.
- Use of the authority remains limited to a specific number of positions, and the attached allocations are based on Components' projected needs. If allocation additions or adjustments are needed, requests may be submitted using the appropriate coordination to dodhra.mc-alex.dcpas-hrops.list.staffing-and-civ-transition@mail.mil, attention Special Hiring Authorities.

- The Defense Agencies, DoD Field Activities, the Military Departments, and other entities and organizations with allocations are to maintain records on their use of the authority for themselves and for their serviced organizations with allocations until the authority expires; they may be asked to submit reports on use of the authority.

Questions regarding use of this authority may be sent to Ms. Edith Olson, Defense Civilian Personnel Advisory Service, at (571) 372-1679 or edith.a.olson.civ@mail.mil.



Julie Blanks

Acting Director, Human Resources Operational
Programs and Advisory Services

Attachments:
As stated

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