



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Employee Services

DEC 30 2013

Ms. Paige Hinkle-Bowles  
Deputy Assistant Secretary of Defense  
Civilian Personnel Policy  
Office of the Under Secretary of Defense  
4000 Defense Pentagon  
Washington, DC 20301-4000

Dear Ms. Hinkle-Bowles:

This letter responds to the Department of Defense (DOD) December 19, 2013, request to extend the Schedule A authority for the cyber security workforce within DOD. The Office of Personnel Management (OPM) is approving extension of the Schedule A authority for 1 year until December 31, 2014, while we continue to explore the broader issue of cyber security in context with the National Initiative for Cyber Security and Education (NICE) and initiatives to close skills gaps. We can readdress the issue of extending the authority in a year, if necessary.

The extension is effective the date of this letter and the authority will read as follows:

**Section 213.3106 Department of Defense**

(b) Entire Department (including the Office of the Secretary of Defense and the Departments of the Army, Navy, and Air Force)-

(11) Not to exceed 3000 positions that require unique cyber security skills and knowledge to perform cyber risk and strategic analysis, incident handling and malware/vulnerability analysis, program management, distributed control systems security, cyber incident response, cyber exercise facilitation and management, cyber vulnerability detection and assessment, network and systems engineering, enterprise architecture, investigation, investigative analysis and cyber-related infrastructure inter-dependency analysis. This authority may be used to make permanent, time-limited and temporary appointments in the following occupational series: Security (GS-0080), computer engineers (GS-0854), electronic engineers (GS-0855), computer scientists (GS-1550), operations research (GS-1515), criminal investigators (GS-1811), telecommunications (GS-0391), and IT specialists (GS-2210). Within the scope of this authority, the U.S. Cyber Command is also authorized to hire miscellaneous administrative and program (GS-0301) series when those positions require unique cyber security skills and knowledge. All positions will be at the General Schedule (GS) grade levels 09-15 or equivalent. No new appointments may be made under this authority after December 31, 2014.

Ms. Paige Hinkle-Bowles

2

When making appointments under this authority, DOD must use the excepted service hiring procedures and veterans' preference provisions in 5 CFR part 302 (the 'administratively feasible' provisions of 302.301 are not applicable when using this authority). Please cite the appointing authority on the Notification of Personnel Action, SF-50, as Schedule A, 213.3106(b)(11).

Sincerely,

A handwritten signature in black ink, appearing to read "Kimberly A. Holden". The signature is fluid and cursive, with a large initial "K" and "H".

Kimberly A. Holden  
Deputy Associate Director  
Recruitment and Hiring