

DCPAS Message 2024115

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester //Signed 10/10/2024//

SUBJECT: Extension and Amendment of the Government-wide Direct Hire Appointing Authority for Scientific, Technical, Engineering and Mathematics Positions, Acquisitions, and Cybersecurity and Related Positions

ACTION: Disseminate to Department of Defense (DoD) Human Resources Managers and Practitioners

REFERENCES:

1. U.S. Office of Personnel Management (OPM) Memorandum, “Extension and Amendment of the Government-wide Direct Hire Appointing Authority for Scientific, Technical, Engineering and Mathematics (STEM) Positions, Acquisitions, and Cybersecurity and Related Positions,” dated September 23, 2024, <https://www.chcoc.gov/content/extension-and-amendment-government-wide-direct-hire-appointing-authority-scientific>
2. OPM Memorandum, “Extension and Amendment of the Government-wide Direct Hire Appointing Authorities,” dated September 29, 2023, <https://www.chcoc.gov/content/extension-and-amendment-government-wide-direct-hire-appointing-authorities>
3. Defense Civilian Personnel Advisory Service (DCPAS) Hiring Authorities Matrix (attached)

BACKGROUND: The memorandum at reference (1) extends reference (2) through December 31, 2028, or until OPM terminates this authority, whichever occurs first. It also amends reference (2) to include positions in the criminal investigation General Schedule (GS) 1811 occupational series at the 12-15 grade levels.

As a reminder, the DCPAS Hiring Authorities Matrix at reference (3) summarizes several of the Department’s unique direct-hiring authorities (DHAs) that may be used to hire for STEM positions, such as the DHA for Certain Personnel of the Department of Defense. These authorities may provide more flexibility than the OPM DHA, such as not requiring public notice. To further assist HR practitioners in distinguishing the OPM DHAs from DoD appointing authorities, DCPAS is currently updating the previously released DoD Hiring Authorities Decision Tool, which will be uploaded to milSuite at a later date.

POINT OF CONTACT: Employment and Compensation, Employment Policy, dodhra.mc-alex.dcpas.list.ec-policy@mail.mil

- [Ref 3 - DCPAS Hiring Authorities Matrix -Updated October 2024.pdf](#)
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