

TEMPORARY DIRECT-HIRE AUTHORITY FOR FINANCIAL MANAGEMENT EXPERTS IN THE DEPARTMENT OF DEFENSE (DOD) WORKFORCE

The Secretary of Defense for the Defense Agencies and the Secretaries of the Military Departments were granted temporary direct-hire authority (DHA) for financial management, accounting, auditing, actuarial, cost estimation, operational research, business, and business administration positions in the competitive service through the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2017, pursuant to section 1110. DoD implementation procedures for this DHA were approved on June 1, 2017. These FAQs may be referenced in conjunction with those procedures and applicable DoD Component Headquarters and field-level guidance.

Q1: To what Component or organization does this authority apply?

A1: Section 1110 of the NDAA for FY 2017 specifies applicability to Defense Agencies and Military Departments. The legislative language excludes use of the DHA for the Office of the Secretary of Defense and DoD Field Activities (i.e., any DoD organization that is not defined as a Defense Agency or Military Department). Broader coverage may be possible if the law is amended.

Q2: Does this authority have limitations?

A2: Yes. Appointments under this authority may not be made after December 31, 2022, unless it is amended by future legislation (reference *section 1.a (2)* of the DoD implementation procedures). Further, the number of appointments made pursuant to this DHA in a calendar year may not exceed 10 percent of the total number of civilian financial management, accounting, auditing, and actuarial positions within the financial management workforce of such DoD Component's workforce that are filled as of the close of the FY ending before the start of such calendar year (reference *section 9*).

Q3: What positions are covered by this authority?

A3: This DHA applies to financial management, accounting, auditing, actuarial, cost estimation, operational research, business and business administration positions in the competitive service at General Schedule (GS) grades 5 through 15 (or comparable levels), but not positions above GS-15 (or comparable levels), such as Senior Executive Service (SES) positions.

Q4: Do Components need to develop their own implementing guidance?

A4: DoD Components may develop their own implementing guidance and procedures to address specific requirements.

Q5: When can my organization start using this DHA?

A5: This DHA is available for immediate use. However, DoD Components must comply with their own specific procedures.

Q6: Does this DHA have any reporting requirements?

A6: Yes. DoD Components using this DHA must report to the Defense Civilian Personnel Advisory Service (DCPAS) through the Office of the Undersecretary of Defense (Comptroller), Director of Human Capital Resource Management, annually, by October 31, to provide the required data in *section 8*.

Q7: What types of appointments are covered under this authority?

A7: This authority may be used for permanent, term, or temporary appointments of qualified candidates to positions in the competitive service (reference *section 6*).

Q8: Is this authority in the competitive or excepted service?

A8: Appointments made under this authority are in the competitive service (reference *section 2*).

Q9: Does Veterans' Preference apply to this DHA?

A9: No. Veterans' preference does not apply when selecting individuals under this DHA. Section 1110 of NDAA FY17 allows agencies to hire without regard to the veterans' preference provisions of sections 3309 through 3318 of title 5, United States Code (U.S.C.). Qualified candidates with veterans' preference may be selected, just as any qualified non-preference eligible candidate may be.

Q10: Is public notice required?

A10: No, public notice is not required. Merit factors shall be the basis for selecting individuals for positions. All personnel programs and practices shall be administered in accordance with DoD Directive 1020.02E, "Diversity Management and Equal Opportunity in the DoD" (reference *section 2.c*).

Q11: Are appointments under this DHA subject to a probationary period?

A11: Yes. Section 1599e of title 10, U.S.C., requires that the appointment of "covered employees" within the Department shall become final only after the employee has served a probationary period of 2 years, unless the person has already completed a probationary period in the competitive service or has prior Federal service that counts toward completion of probation. "Covered employee" – any individuals who are appointed to positions in the competitive service, and any individuals who received career appointments in the SES in the DoD on or after November 26, 2015.

Q12: Can this DHA be used to make tentative job offers at recruitment events?

A12: Yes. A best practice for effective use of this DHA at recruitment events (job fairs, college recruiting, etc.) is to partner hiring managers with skilled HR specialists. The HR specialist will review candidate eligibility and qualifications before extending a tentative job offer. Outreach efforts with talent partners should be continuously cultivated to achieve maximum benefits.

Q13: Would this DHA be exempt from a DoD or Government-wide hiring freeze?

A13: This DHA does not constitute in itself a civilian hiring freeze exemption. If and when future hiring freezes may occur, the Department will issue specific information.

Q14: Who can provide additional information and assistance on this DHA?

A14: Hiring managers should consult with their human resources (HR) specialist regarding use of this DHA. In addition, HR specialists may consult with, Component headquarters HR policy offices, and Financial Management Component Functional Community Managers regarding such considerations as position coverage, development and maintenance of recruitment plans, numbers of authorized appointments, and reporting requirements (reference *sections 3, 8, and 9*). In addition, email inquiries may be submitted to DCPAS/Employment and Compensation/Staffing Policy Division at: dodhra.mc-alex.dcpas-hrops.list.staffing-and-civ-transition@mail.mil.