



HIRING OPTIONS & HIRING INCENTIVES MATRIX

DoD encourages managers to consider the various hiring options and hiring incentives available when filling their vacancies. Please note: This is not an all-inclusive list; rather, it is a list of the most common hiring options and incentives for you to discuss with your HR professional.

		COMPENSATION	PAID TRAVEL	OTHER
INTERNAL <small>CURRENT FEDERAL EMPLOYEES</small>		<ul style="list-style-type: none"> Retention Incentive Relocation Incentive 	<ul style="list-style-type: none"> Permanent Change of Station (PCS) – mandatory under PPP 	<ul style="list-style-type: none"> Student Loan Repayment Telework Alternative Work Schedule
	EXTERNAL <small>NOT CURRENT FEDERAL EMPLOYEES</small>			
SPECIAL	Military/Civilian Spouses or Family Members	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate Advanced Pay 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	People with Disabilities	<ul style="list-style-type: none"> Recruitment Incentive Highest Previous Rate Advanced Pay 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	Students	<ul style="list-style-type: none"> Superior Academic Achievement Superior Qualifications Appointments Advanced Pay 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	Veterans	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate Advanced Pay 	<ul style="list-style-type: none"> First-duty station travel Permanent Change of Station (PCS) 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
	Examples: Delegated Examining, Reinstatement, etc.	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate Advanced Pay 	<ul style="list-style-type: none"> First-duty station travel Permanent Change of Station (PCS) 	<ul style="list-style-type: none"> Student Loan Repayment Credit for nonfederal and uniformed service for determining annual leave Telework Alternative Work Schedule
CRITICAL	Direct Hire (includes Medical, IT & Acquisition communities)	<ul style="list-style-type: none"> Superior Qualifications Appointments Recruitment Incentive Highest Previous Rate Head Nurse Pay (Medical) Advanced Pay 	<ul style="list-style-type: none"> First-duty station travel 	<ul style="list-style-type: none"> Student Loan Repayment Telework Alternative Work Schedule

* Hiring Incentives may be applicable under interchange agreements. Please consult with your HR service provider for more information.

