

DCPAS Message 2024097

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester //Signed 9/13/2024//

SUBJECT: Schedule A Excepted Service Hiring Authority for Participants of the John S. McCain Strategic Defense Fellows Participants

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

REFERENCES:

1. Defense Civilian Personnel Advisory Service (DCPAS) Message 2024034, “Statutory Changes to the John S. McCain Strategic Defense Fellows Program,” dated April 10, 2024 (attached)
2. S. Office of Personnel Management (OPM) Acting Director letter to Acting Deputy Assistant Secretary for Civilian Personnel Policy, dated June 28, 2024 (attached)
3. Overview of Schedule A hiring authority (attached)

BACKGROUND: The DCPAS message at reference (1) provided a summary of the recent statutory changes to the John S. McCain Strategic Defense Fellows Program (Program) and informed that DCPAS was working to identify hiring options for participants who successfully complete the Program. Reference (2) is a letter from OPM authorizing the Department with an excepted service Schedule A hiring authority to appoint prior Program participants into the title 5 excepted service. This hiring authority provides the Department the opportunity to continue to appoint successful Program participants into positions in the excepted service as the DoD works towards regaining the previous hiring authority via legislative change.

This Schedule A hiring authority must be used according to the requirements provided in the overview at reference (3). No new appointments may be made under this hiring authority after October 31, 2028. When documenting the Standard Form 50, “Notification of Personnel Action” for such appointments, cite: XZM/Sch. A, 5 CFR 213.3106(n)(1).

DoD Components are encouraged to use this hiring authority when filling vacant positions. This authority may be used by any DoD Component even if they did not sponsor a Program participant during their fellowship. The Program attracts and provides high performing and talented individuals with challenging developmental opportunities to flourish into problem solvers, strategic thinkers, and future leaders. It also instills a spirit of public service and a commitment to the larger DoD community.

Cohort 4 is anticipated to complete their fellowships in October 2024. DoD Components who are interested in using this hiring authority are encouraged to work directly with Washington

Headquarters Services (WHS) to receive information about Program participants who are anticipated to successfully complete their fellowship.

POINTS OF CONTACT:

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For questions about the Program and information about participants, contact the WHS McCain Fellowship Program Office at whs.pentagon.hrd.mbx.mccain-fellows@mail.mil.

- [Ref 1 - DCPAS Message 2024034 - Statutory Changes to the John S. McCain Strategic Defense Fellows Program.pdf](#)
- [Ref 3 - Overview Sch A McCain Fellowship Hiring Authority.docx](#)
- [Ref 2 - OPM Letter Sch A Hiring Authority for Prior McCain Fellows June 2024.pdf](#)