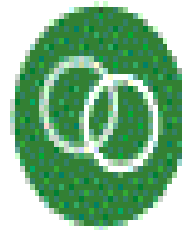




Overview of Military Spouse Hiring Authorities





Military Spouse Noncompetitive Appointing Authority



- Executive Order (EO) 13832 Enhancing Noncompetitive Civil Service Appointments of Military Spouses encourages agencies to consider military spouses for Federal jobs in the competitive service through the use of the Government-wide noncompetitive hiring authority for military spouses.
- The Military Spouse Noncompetitive Appointing Authority allows agencies to appoint certain military spouses without using traditional competitive examining
- Agencies can choose to use this authority when filling competitive service positions – it is used at the discretion of an agency
- The authority does not entitle spouses to an appointment over any other applicant
- The head of an agency may now appoint noncompetitively:
 - ✓The spouse of a member of the armed forces on active duty
 - ✓The spouse of a 100 percent disabled member of the armed forces
 - ✓The spouse of a deceased member of the armed forces



Non-Competitive Hiring Authorities for Military Spouses

- Facilitates entry of military spouses into the Federal Government
- Eligible spouses must apply in response to a Job Opportunity Announcement on USAJOBS
- Eligible spouses must meet qualification and eligibility requirements for the position



Non-Competitive Hiring Authorities for Military Spouses

3 categories of eligibility — an applicant must be one of the following:

- Spouse of a member of the Armed Forces on active duty,
- Spouse of a member of the Armed Forces who is 100 percent disabled due to a service-connected injury, or
- Spouse of a deceased member of the Armed Forces killed while on active duty



Non-Competitive Hiring Authorities for Military Spouses

Executive Order (EO) 13832 Enhancing Noncompetitive Civil Service Appointments of Military Spouses removed the requirements of:

- Permanent change of station
- Geographic area of the permanent duty station
- *Until August 13, 2023*



Noncompetitive Hiring Authorities for Military Spouses

“Military Spouse Noncompetitive Appointing Authority”

Allows agencies to appoint certain military spouses without using traditional competitive examining procedures. Under Executive Order (EO) 13832 “Enhancing Noncompetitive Civil Service Appointments of Military Spouses” the provisions that required spouse’s to be a relocating military spouse (PCS move) or be in the same geographic area of the permanent duty station have been removed and provides military spouses more flexibility when seeking employment stateside or overseas. Agencies can choose to use this authority when filling competitive service positions on a temporary (not to exceed 1 year), term (more than 1 year but not more than 4 years), or permanent basis. The authority does not entitle spouses to an appointment over any other applicant, and it is used at the discretion of an agency.

Who is eligible:

- Spouse of a member of the armed forces on active duty,
- Spouses of service members who incurred a 100% disability because of the service member's active-duty service, and
- Spouses of service members killed while on active duty.



Noncompetitive Hiring Authorities for Military Spouses

“Military Spouse Preference (MSP),”

Established under EO 13473, the Noncompetitive Appointment of Certain Military Spouses to competitive service positions is a Department of Defense hiring authority. It is applicable to positions being filled both in the continental United States and at overseas locations and is specific to DoD entities. Agencies are not required to use this hiring authority, nor does it take precedence over the use of other appointment mechanisms. To be eligible for MSP when applying for DoD positions on a specific PCS move you still must meet all preemployment criteria and be immediately appointable under the applicable recruitment procedures; and meet basic qualifications and be determined to be among the best qualified for the position. The authority is used at the discretion of an agency. MSP can only be utilized by DoD and isn't applicable to agencies outside of DoD.

Difference between the two authorities:

- -You must be PCS'ing
- -You have to live in the commuting area
- -Must be in the same location as active-duty spouse.



Non-Competitive Hiring Authorities: General Requirements

- Agencies may use a merit promotion announcement to recruit eligible applicants
- Agency must clear RPL, CTAP, ICTAP (*i.e., displaced employees and others with reemployment rights*)
- Applicants must meet the qualifications for the position being filled
- ***Veterans' preference does not apply***



Non-Competitive Hiring Authorities: Advantages

- Strategic recruitment opportunities for attracting qualified candidates
- Assess to determine which applicants are qualified (rating and ranking is not required)
- Select any qualified applicant
- May speed up the hiring process



Questions?

