



Appendix A



Employee
Services

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MAY 13 2010

Ms. Marilee Fitzgerald
Acting Deputy Under Secretary
Civilian Personnel Policy
Office of the Under Secretary of Defense
4000 Defense Pentagon
Washington, DC 20301-4000

Dear Ms. Fitzgerald:

I am providing an updated copy of the Schedule A authority to staff certain positions for a cyber security workforce within the Department of Defense (DoD). As approved, the Schedule A authority reads as follows:

Section 213.3106(b) Department of Defense

(11) Not to exceed 3000 positions that require unique cyber security skills and knowledge to perform cyber risk and strategic analysis, incident handling and malware/vulnerability analysis, program management, distributed control systems security, cyber incident response, cyber exercise facilitation and management, cyber vulnerability detection and assessment, network and systems engineering, enterprise architecture, intelligence analysis, investigation, investigative analysis and cyber-related infrastructure inter-dependency analysis. This authority may be used to make permanent, time-limited and temporary appointments in the following occupational series: Security (GS-0080), intelligence analysts (GS-0132), computer engineers (GS-0854), electronic engineers (GS-0855), computer scientists (GS-1550), operations research (GS-1515), criminal investigators (GS-1811), telecommunications (GS-0391), and IT specialists (GS-2210). Within the scope of this authority, the U.S. Cyber Command is also authorized to hire miscellaneous administrative and program (GS-0301) series when those positions require unique cyber security skills and knowledge. All positions will be at the General Schedule (GS) grade levels 09-15 or equivalent. No new appointments may be made under this authority after December 31, 2012.

If you have any questions, please contact Gale Perryman at 202-606-1143.

Sincerely,

Michael J. Mahoney
Manager, Hiring Policy



DEPARTMENT OF DEFENSE
CIVILIAN PERSONNEL MANAGEMENT SERVICE
1400 KEY BOULEVARD
ARLINGTON, VA 22209-5144

MAR 25 2010

**MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY, CIVILIAN HUMAN
RESOURCES, DEPARTMENT OF THE NAVY**

SUBJECT: Schedule A Hiring Authority for the Cyber Security Workforce

This memorandum responds to your request for authority to fill cyber security positions covered by the enclosed Office of Personnel Management (OPM) memorandum.

The authority is Department of Defense (DoD) wide but is limited to a specific number of positions, not to exceed 3000 allocations Department-wide.

Since the authority is limited to a specific number of positions, allocations are set based on your projected need. The Department of the Navy (DON) is authorized to fill 1,013 new and existing cyber security positions.

The DON is responsible for assigning allocations to organizations under your purview and ensuring the allocations are not exceeded. If you are not going to utilize your total allocations or if the need arises for additional ones, please notify us so that appropriate adjustments can be made.

Authority is limited to the series listed in the attached OPM approval memorandum and only applies to positions that justify the use of a selective placement factor for unique cyber security skills and knowledge. When making appointments, the DoD Schedule A authority 213.3106(b)(11) must be cited as the authority and you must use the excepted hiring procedures found in 5 CFR part 302.

Should you have any questions regarding the use of this authority, my point of contact for this action is Mr. Johnny McLean, Chief, Field Advisory Services. He can be reached at (703) 696-1615.

A handwritten signature in black ink, appearing to read "Sharon Stewart".

Sharon Stewart
Acting Director

Attachment:
As stated



DEPARTMENT OF DEFENSE
CIVILIAN PERSONNEL MANAGEMENT SERVICE
1400 KEY BOULEVARD
ARLINGTON, VA 22209-5144

NOV 27 2009

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Schedule A Hiring Authority for the Cyber Security Workforce

The Department of Defense has been granted Schedule A authority by the Office of Personnel Management (OPM) to staff certain cyber security positions worldwide. The authority may be used for 3000 positions Department-wide. In order to appropriately allocate the authority across the Department, we need information regarding your anticipated use of the authority.

This authority is limited to positions that require unique qualifications not currently established by OPM to perform such functions as cyber risk and strategic analysis, incident handling and malware/vulnerability analysis, program management, distributed control systems security, cyber incident response, cyber exercise facilitation and management, cyber vulnerability detection and assessment, network and systems engineering, enterprise architecture, intelligence analysis, investigation, investigative analysis and cyber related infrastructure inter-dependency analysis.

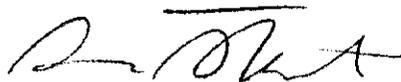
The authority applies to the following occupational series: security (GS-0080), intelligence analysts (GS-0132), computer engineers (GS-0854), electronic engineers (GS-0855), computer scientists (GS-1550), operations research (GS-1515), criminal investigators (GS-1811), telecommunications (GS-0391), and IT specialists (GS-2210). In addition to being limited to the series listed above, this authority may only be used for positions that require the unique cyber security skills and knowledge covered by this Schedule A authority to the extent that a selective placement factor is both justified and used.

All positions will be at the General Schedule (GS) grade levels 09-15. No new appointments may be made under this authority after December 31, 2012 or the date on which OPM establishes applicable qualification standards, whichever is earlier. You will be receiving information in the future regarding an effort to determine interim qualifications requirements that could be used by the Department prior to the development of OPM qualification standards.

If you anticipate utilizing this authority, please notify Ms. Joyce Griffith via email at marian.griffith@cpms.osd.mil by December 18, 2009, regarding your requirements so that we may ensure that total usage does not exceed our authorization. In the event that

requirements exceed our current authorization, allocations will be granted based on mission needs. After we receive your information, delegated authority will be granted along with the numerical limitations.

Should you have any questions regarding the authority, please feel free to contact Ms. Griffith at (703) 696-6301, extension 648.

A handwritten signature in black ink, appearing to read 'S. Stewart', with a horizontal line above the name.

Sharon Stewart
Acting Director



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

NOV 10 2008

Ms. Marilee Fitzgerald
Acting Deputy Under Secretary
Civilian Personnel Policy
Office of the Under Secretary of Defense
4000 Defense Pentagon
Washington, DC 20301-4000

Dear Ms. Fitzgerald:

I am approving your request for a Schedule A authority to staff certain positions for a cyber security workforce within the Department of Defense (DoD). The authority takes effect as of the date of this letter. As approved, the Schedule A authority will read as follows:

Section 213.3106(b) Department of Defense

(11) Not to exceed 3000 positions that require unique qualifications not currently established by OPM to perform cyber risk and strategic analysis, incident handling and malware/vulnerability analysis, program management, distributed control systems security, cyber incident response, cyber exercise facilitation and management, cyber vulnerability detection and assessment, network and systems engineering, enterprise architecture, intelligence analysis, investigation, investigative analysis and cyber-related infrastructure inter-dependency analysis. This authority may be used to make permanent, time-limited and temporary appointments in the following occupational series: Security (GS-0080), intelligence analysts (GS-0132), computer engineers (GS-0854), electronic engineers (GS-0855), computer scientists (GS-1550), operations research (GS-1515), criminal investigators (GS-1811), telecommunications (GS-0391), and IT specialists (GS-2210). Within the scope of this authority, the U.S. Cyber Command is also authorized to hire miscellaneous administrative and program (GS-0301) series when those positions require unique qualifications not currently established by OPM. All positions will be at the General Schedule (GS) grade levels 09-15. No new appointments may be made under this authority after December 31, 2012 or the date on which OPM establishes applicable qualification standards, whichever is earlier.

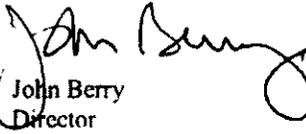
DoD will develop interim occupational qualification standards until OPM releases new or updated standards. Schedule A authority 213.3106(b)(11) is cited as the authority for these appointments.

Ms. Fitzgerald

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The unique cyber security skills and knowledge required by this Schedule A authority must be used as a selective placement factor. When making appointments under this authority, you must use the excepted service hiring procedures found in 5 CFR part 302.

Sincerely,



John Berry
Director