

15 Jul 2009

### **Differences Between Expedited Hiring Authority and Direct Hiring Authority**

All the PEOs/DRPMs have Expedited Hiring Authority (EHA) for Acquisition Positions. USAASC does not have Direct Hire Authority (DHA).

There is a difference between the two authorities, but for this DRU the primary difference, Highly Qualified Criteria required, is not prohibitive. Vet preference should be used where practicable, but should not block our hiring actions. I have attached a Comparison Matrix between DHA and EHA, as well as a DAU Recruitment Matrix, which provides a graphic display of these two authorities. I do not believe we need DHA to succeed in our hiring efforts.

I have included all of other PEO HR POCs to ensure they receive the attached guidance should they be queried by their leadership.

**COMPARISON MATRIX BETWEEN DIRECT HIRE AUTHORITY AND EXPEDITED HIRING AUTHORITY  
11 MARCH 2009**

<b>HUMAN RESOURCE REQUIREMENTS</b>	<b>DIRECT HIRE AUTHORITY</b>	<b>EXPEDITED HIRING AUTHORITY</b>
<b>Public Notice -- Vacancy Announcement on USA jobs</b>	YES	YES
<b>Candidates must meet <i>minimum qualifications</i> (experience, education, medical, suitability/Security)</b>	YES	YES
<b>Candidates must be <i>highly qualified</i> (must meet all minimum quals above plus meet quality ranking or selective placement factors and applicable acquisition certification requirements)</b>	NO	*YES
<b>Veterans Preference</b>	NO	**YES (If practicable)
<b>Veterans Preference Rule of Three Ranking</b>	NO	NO
<b>Clearance of Displaced Employee Programs (Priority Placement Program (PPP), Reemployment Priority List (RPL), and Interagency Career Transition Assistance (ICTAP))</b>	YES	YES
<b>Referral List Required</b>	NO	NO
<b>By-Name Requests Authorized</b>	YES	YES
<b>Reporting Requirements</b>	YES (Varies)	YES (Qtrly)
<b>Expiration Date</b>	YES (Varies)	YES (30 Sep 2012)

**NOTE:** Both authorities are provided to agencies to recruit for shortage category positions.

\* Highly qualified criteria must be documented; Highly qualified determinations are jointly made by management and a Human Resource Specialist

\*\* Veterans must be Highly Qualified

**Recruitment Matrix – DoD Direct Hire & Expedited Hiring Authorities**

Authority	<b>Medical DHA: Appropriations Bill FY2009</b>	<b>Science and Technology Revention Labs: EHA NDAA 09</b>	<b>Acquisition: EHA: NDAA 09</b>	<b>Army DHA: Walter Reed</b>	<b>Army DHA: Rock Island Arsenal, Joint Manufacturing and Technology Ctr</b>	<b>Army Corps Of Engineers DHA</b>
Positions Covered	Section 8079 of Public Law 110-329 – the DoD Appropriations Act for FY-2009	Section 1108, NDAA for FY-2009	25C/DHA (Expedited Acquisition Hiring Authority, Section 833 Public Law 110-417, 10/14/08)	5 CFR 337.205(b) (OPM granted authority)	5 CFR 337.204(b) (1-8) (OPM granted authority)	DoD-008 (OPM granted authority)
Appointment Type	Competitive (Career, CC, Term, Temp)	Competitive (Career, CC, Term, Temp)	Competitive (Career, CC, Term, Temp)	Competitive (Career, CC, Term, Temp)	Competitive (Career, CC, Term, Temp)	Competitive (Career, CC, Term, Temp)
Public Notice (USAJOB)	Yes	DoD—must comply with Merit Principles	Yes	Yes	Yes	Yes
Veterans Preference	No	No	No	No	No	No
PPP Clearance	Yes	No	Yes	Yes	Yes	Yes
ICTAP Clearance	Yes	No	Yes	Yes	Yes	Yes
Basic Qualifications	Yes	Yes	Yes + HQ/ (DAWIA 1102—24 sem. hrs. required)	Yes	Yes	Yes
Assessment Required	Basic Quals	N/A	Yes	OPM/Army determination	Yes	Basic Quals
Expedited Assessment Authorized (ORF)	Yes	N/A	Yes – Highly Qualified Determination	OPM/Army determination	N/A	N/A
Reports Required	DoD—Monthly Mental Health Professional report	DoD—periodic reporting upon request of Military Department of DUSD(CPP)	Quarterly Reporting Beginning March 1, 2009	Unknown	No	No
Expiration Date	9/30/2009	12/31/2013	9/30/2012	12/31/2009	12/31/2009	12/31/2010

Geographic Locations	DoD World-wide	DoD Labs listed in section 9902(c)(2) of title 5, United States Code	DoD World-wide	Walter Reed Army Medical Center	Rock Island Arsenal, IL	Louisiana
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**Medical Direct Hire Authority (DHA):** Audiologist and Speech Pathologist, GS-665, Chiropractor, GS-601, Dental Assistant, GS-681, Dental Hygienist, GS-682, Dental Laboratory Technician, GS-683, Dentist, GS-680, Dietitian and Nutritionist, GS-630, Industrial Hygienist, GS-690, Nurse (RN), GS-610, Nursing Assistant, GS-621, Occupational Therapist, GS-631, Optometrist, GS-662, Orthotist and Prosthetist, GS-667, Pharmacist, GS-660, Physical Therapist, GS-633, Physician, GS-602, Physician Assistant, GS-603, Podiatrist, GS-668, Practical Nurse (LPN), GS-620, Psychologist, GS-180, Psychology Technician, GS-181, Rehabilitation Therapist, Respiratory Therapist, GS-651, Social Services Assistant, GS-186, Social Worker, GS-185

**Acquisition Expedited Hiring Authority (EHA):** Shortage category positions identified for coverage according to subsection 1705(h) are positions covered under the Defense Acquisition Workforce Improvement Act (DAWIA) at the mid-level (YA-2, YC, YD, YF, GS, NH, etc. and comparable levels), and higher level (YA-3, YC, YD, YF, GS, NH, etc. and comparable levels) in the following DAWIA career fields: Auditing (AUD), Business, Cost Estimating, Financial Management (BCEFM), Contracting (CON), Facilities Engineering (FE), Information Technology (IT), Life Cycle Logistics (LCL), Production, Quality and Manufacturing (POM), Program Management (PM), Quality Control and Assurance (QA), Systems Planning, Research, Development, Engineering and Testing and (SPRDE); Science and Technology Management (S&T) and Test and Evaluation (T&E).

**Walter Reed Direct Hire Authority (DHA):** Critical Hiring Need positions: GS-0640-5/7/9, GS-0644-11/12, GS-0645-5/7, GS-0649-5/7/9, GS-0670-12, GS-0671-9/11, GS-0675-5/6/7/8, GS-0679-5/6, GS-661-6

**Rock Island Arsenal, Joint Manufacturing and Technology Ctr:** Severe Shortage positions: WG-3414-10, WG-3703-10, WG-3703-08, WG-3705-11, WG-5439-12, WG-5350-11, WG-2606-12, WG-3401-12, WG-3741-5/8/10, WG-4373-5/8/10