



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

NOV 10 2009

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.

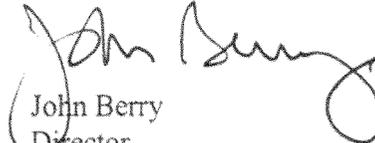
DoD will develop interim occupational qualification standards until OPM releases new or updated standards. Schedule A authority 213.3106(b)(11) is cited as the authority for these appointments.

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