



Hiring Options

Hiring Options NASA Headquarters Can Use Without OPM Approval

The information provided below is a brief description of the options available. Headquarters HRMD must be consulted to discuss the most optimal hiring authority based on NASA Headquarters circumstances at the time and the steps necessary to document the process/appointment.

Direct Hire Authorities (DHA) (Government-wide and Already Approved) – An agency may immediately appoint any qualified individual to the following medical occupations at all grades and geographic locations after issuing public notice: Diagnostic Radiologic Technologist, GS-0647; Medical Officer, GS-0602; Nurse, GS-0610, GS-0620; and Pharmacist, GS-0660. In addition, agency's have direct hire authority for GS-2210, GS-9 and above. Hiring timeframes are reduced drastically because rating, ranking, and veterans' preference do not apply. However, OPM encourages appointing qualified veterans' preference eligibles whenever possible.

30-Day Critical Need Appointment – This authority may be useful to immediately appoint individuals with specialized knowledge, skills, abilities, or competencies to address the outbreak while the agency explores other longer-term staffing options. Agencies may make 30-day appointments and may extend them for an additional 30 days. (5 CFR 213.3102(i) (2))

1-Year, 1040 Work Hours per Year Appointments in Remote/Isolated Locations – This authority may be useful to immediately handle an outbreak affecting only an isolated area. It allows 1-year, 1040 work hours per year in remote/isolated locations. Agencies may appoint individuals for up to 1 year to work less than 1040 hours per year. Appointments may be extended in 1-year increments indefinitely. (5 CFR 213.3102(i) (1))

Reemploying Former Federal Employees – Agencies may reappoint people previously employed under a career or career-conditional appointment by reinstatement to a competitive service position. (5 CFR 315 subpart D)

Reemploying Annuitants Without Salary Offset Waiver – Agencies have the authority to reappoint individuals who are willing to work without a salary offset waiver through any applicable hiring authority (e.g., a temporary appointment under 5 CFR part 316). (5 U.S.C. 8344 or 8468)

Reemployed Annuitants in Acquisition Related Positions – NASA Headquarters may request approval from the Assistant Administrator, Office of Human Capital Management, to reemploy in an acquisition-related position individuals receiving an annuity from the Civil Service Retirement and Disability Fund without discontinuing or reducing the individual's annuity or salary. This authority may only be used for annuitants who have unusually high or unique qualifications on the basis of such individual's service and when NASA Headquarters is experiencing exceptional difficulty recruiting or retaining a qualified employee, or has a temporary emergency hiring need making the reemployment of an individual essential. This authority does not alter the reemployment restrictions for employees separated under authority of the Voluntary Separation Incentive Pay (VSIP) Program. (41 U.S.C. 433(g))

Employing Faculty Members – This authority may be useful to hire top scientists from academia to assist agencies in medical research. Agencies may appoint faculty members holding full faculty status from accredited colleges and universities, to scientific, professional, or analytical positions. Appointments are limited to 130 working days per year. (5 CFR 213.3102(o))

Career Transition Assistance Plan (CTAP) and Interagency CTAP (ICTAP) – Advertising in the local commuting area to determine if individuals eligible under these programs are available may help agencies identify previously unknown, well-qualified, displaced Federal employees for immediate temporary, term, or permanent employment. These programs provide selection priority to well-qualified current and former displaced employees. (5 CFR 330, subparts F and G)



Agency Reemployment Priority List (RPL) – Current and former employees on agency RPLs are another immediate source of qualified individuals available for temporary, term, or permanent competitive service appointments. The RPL provides selection priority for agency employees who will be or were separated by reduction in force or who have recovered from a work-related injury after more than 1 year. (5 CFR 330)

120 Days or Less Appointments – An agency may appoint an employee with specialized skills or competencies from another agency for up to 120 days without regard to CTAP or ICTAP selection priority. (5 CFR 330, subparts F and G)

Using Private Sector Temporaries – Agencies may contract with private sector temporary firms for services to meet their emergency needs. These contracts may be for 120 days and may be extended for an additional 120 days subject to displaced employee procedures. Agencies considering this flexibility should contact their procurement staff. (5 CFR 300, subpart E)

NASA Excepted (NEX) Authority – NEX authority may be used to fill scientific, engineering, and administrative personnel into positions up to the equivalent of the GS-15 level on a time limited appointment not to exceed six years. The intent of the NEX authority is that it should be used when other available appointment authorities are not appropriate or not adequate to meet the needs of the situation. (42 U.S.C. 2473)

Intergovernmental Personnel Act (IPA) – The IPA allows for the temporary assignment of personnel between the Federal Government and state and local governments, colleges and universities, Indian tribal governments, Federally funded research and development centers, and other eligible organizations. An individual may be appointed for an initial two years and may be extended for up to an additional four years, not to exceed a total of six years for the entire assignment. Individuals may be appointed or detailed to NASA Headquarters. (5 U.S.C. 3371 to 3376)

Veterans Readjustment Appointments (VRA) – Authorizes agencies to directly hire any veteran, up to GS-11 or WG-11, who served for a period of more than 180 days active duty, all or part of which occurred after August 4, 1964, and received other than a dishonorable discharge. (5 CFR 307 and 5 CFR 315.705)

30% Compensable Veteran Appointments – Temporary appointment (not limited to 60 days or less) of any 30% or more compensable veteran to any grade/occupation for which qualified, with conversion to permanent appointment at any time during the temporary appointment. (5 CFR 316.402(b) (5) and 315.707)

Disabled Veteran who Completes Prescribed Training – Authorizes agencies to noncompetitively appoint and convert disabled veteran clients of the Veterans Administration. Individuals must have completed a pre-described training program. (5 CFR 315.604)

(NOTE: **Job Ready Disabled Veterans Connection (JRDBC)**: This is an automated application system which enables agencies to quickly request a referral list of registered veterans with service connected disabilities of 20 to 100%. These veterans may be hired through noncompetitive procedure such as VRA or the 30% Compensable Veteran authority.)



Hiring Options Which Require OPM Approval

The following authorities must be requested by the Director, Headquarters HRMD, through the Executive Director, Headquarters Operations, to the Assistant Administrator, Office of Human Capital Management.

1-Year Temporary Emergency Need Appointments – OPM may grant use of this authority in response to an outbreak (e.g., to specific agencies and/or geographic locations) or upon request by an agency affected by a pandemic influenza outbreak. (5 CFR 213.3102(i) (3))

Reemploying Annuitants Without Salary Offset – Agencies may want to consider bringing retirees back to work in emergency situations or to supplement their workforce during a pandemic influenza outbreak. Upon request, OPM may delegate agency heads authority to waive the dual compensation reduction (salary offset) otherwise required for reemployed Federal civilian annuitants. OPM cannot approve waivers retroactively. (5 CFR 553, subpart B)

Agency-Specific Schedule A and B Appointments – OPM may authorize excepted service appointment authority for specific positions when competitive examining is not practical. (5 CFR 213)

Agency-Specific Direct Hire Authority (DHA) – Agencies may request Direct Hire Authority (DHA) for positions they need to fill based on a critical hiring need or severe shortage of candidates. OPM will expedite requests for agency-specific direct hire authority. (5 CFR 337, subpart B)

Reemploying Buyout Recipients – Agencies may also want to rehire retirees or others who left the Federal Government with buyouts. Depending upon the specific statute under which the retiree received the buyout, agencies may request a repayment waiver from OPM in unusual circumstances. Persons being considered for waivers must be the only qualified applicants available for the positions and possess expertise and special qualifications needed to respond to emergencies. (5 CFR 576, subpart B)

SES Limited Emergency Appointments – Agencies have the authority to make SES Limited Emergency appointments to career employees. OPM may approve agencies' requests to appoint individuals who are not current career employees, and will consider temporary space allocations for agencies who identify the need as essential. (5 CFR 317.601)