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Learning Topics

- Appointing Authorities
- Flexibility In Sources
- Qualification Standards
- Probationary Periods
- Veterans' Preference
- Implementation Considerations
- Internal Placement Flexibilities
- Competitive Actions
- Exceptions to Competition
- Developmental Programs
- Practical Exercise: Placement Scenarios
- Lesson Review



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Slide 3



The slide is titled "Appointing Authorities" and features a blue background with a circuit-like pattern. It includes two circular logos: the Department of Education on the left and the State of Florida on the right. The text is as follows:

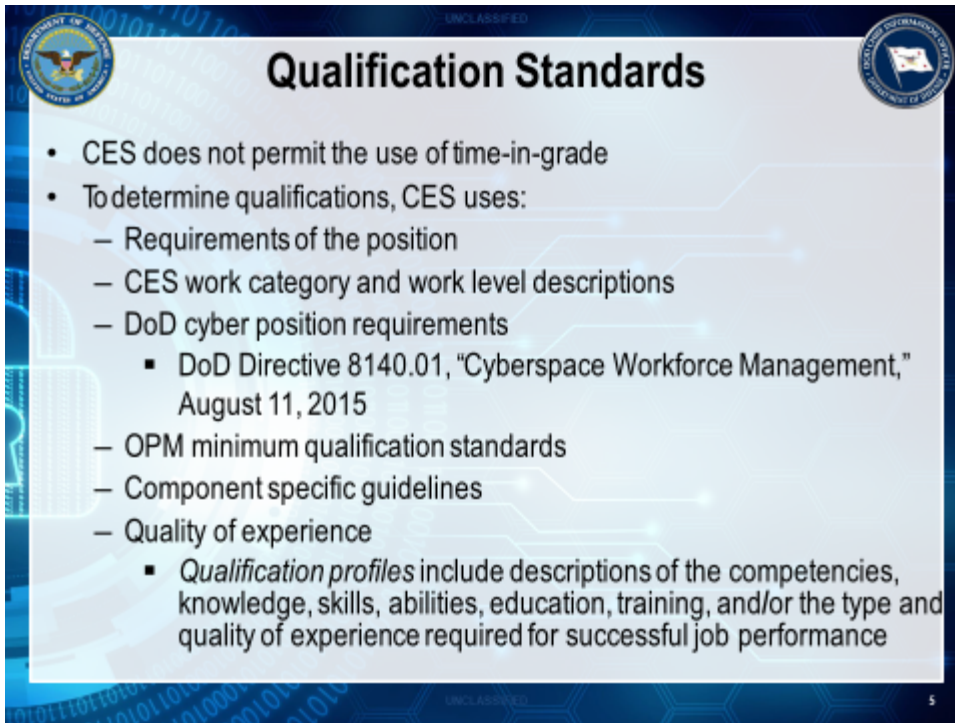
- Section 1599f, Title 10, United States Code is the CES hiring authority. Applies to:
 - Permanent appointments
 - Competitive and non-competitive (direct hire and "on-the-spot")
 - Indefinite appointments
 - Term appointments
 - Temporary appointments
 - Component specific student hiring programs
- CES does not cover other positions or employees hired under other personnel authorities

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Flexibility in Sources

- CES provides maximum flexibility for hiring from both internal (federal) and external (non-federal sources):
 - Appointments may be made directly from any non-federal applicant source, with or without public notification or vacancy notices
 - Can access applicants through any legal means
 - Must be consistent with merit systems principles
 - May concurrently recruit from both internal and external sources
 - May limit the area of consideration and periods of time that announcements are open
 - No requirement for USA Jobs announcements
 - Examples: component hosted website, job fairs, and college campus recruitment events

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Qualification Standards

- CES does not permit the use of time-in-grade
- To determine qualifications, CES uses:
 - Requirements of the position
 - CES work category and work level descriptions
 - DoD cyber position requirements
 - DoD Directive 8140.01, "Cyberspace Workforce Management," August 11, 2015
 - OPM minimum qualification standards
 - Component specific guidelines
 - Quality of experience
 - *Qualification profiles* include descriptions of the competencies, knowledge, skills, abilities, education, training, and/or the type and quality of experience required for successful job performance

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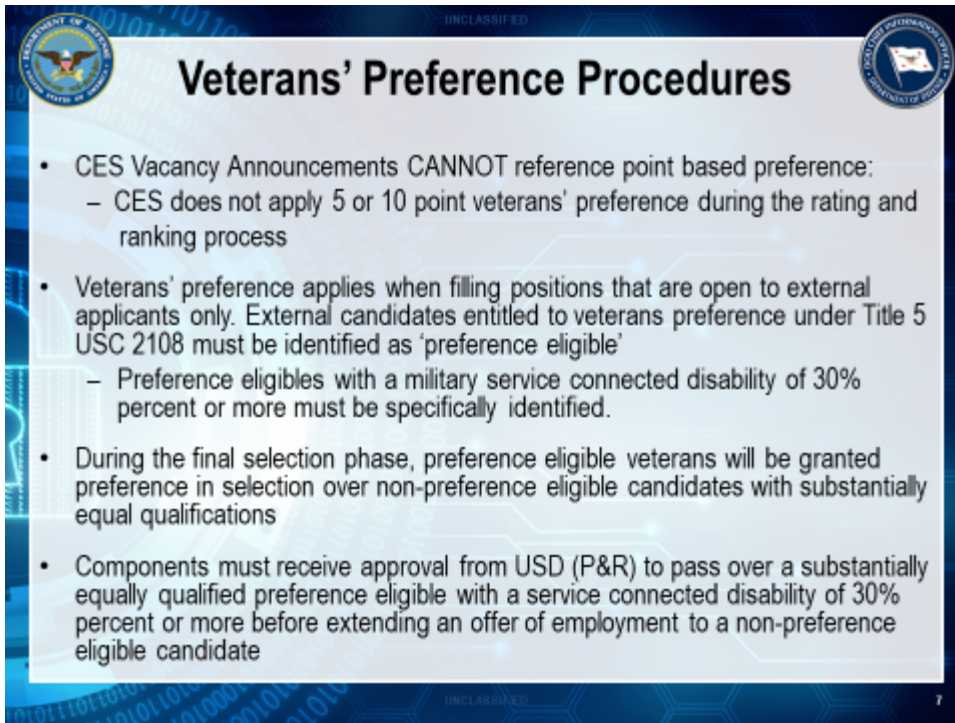


Probationary Periods

- **New Hires:**
 - Must complete a 3 year probationary period
- **Current Employees:**
 - Employees that have completed a probationary period will not be required to serve a new one under CES
 - Employees in the process of completing a probationary period will complete one in accordance with their original conditions of employment
- **New Supervisors and Managers:**
 - Must complete 1 year probationary period



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Veterans' Preference Procedures

- CES Vacancy Announcements CANNOT reference point based preference:
 - CES does not apply 5 or 10 point veterans' preference during the rating and ranking process
- Veterans' preference applies when filling positions that are open to external applicants only. External candidates entitled to veterans preference under Title 5 USC 2108 must be identified as 'preference eligible'
 - Preference eligibles with a military service connected disability of 30% percent or more must be specifically identified.
- During the final selection phase, preference eligible veterans will be granted preference in selection over non-preference eligible candidates with substantially equal qualifications
- Components must receive approval from USD (P&R) to pass over a substantially equally qualified preference eligible with a service connected disability of 30% percent or more before extending an offer of employment to a non-preference eligible candidate

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Implementation Considerations

- **Vacancy Announcements:**
 - Announcements must clearly state that positions are in the excepted service, covered by CES, and that there is a required 3 year probationary period for new federal government appointments
- **Voluntary Current Employee Conversions:**
 - Will receive an offer letter with the opportunity to convert from the competitive service to the CES
 - Acceptance: must sign a statement that acknowledges that the position is in the excepted service covered by CES
 - Decline: if the position becomes vacant, it will automatically be converted to CES
- **Mandatory Current Employee Conversions:**
 - Cybersecurity Schedule A 213.3106(b)(11)
 - Will receive a letter that states that the position has been converted from the competitive to excepted service
 - Must sign a statement that acknowledges that the position is in the excepted service covered by CES
- **New Appointments:**
 - Must sign a statement acknowledging that the position is in the excepted service covered by CES
 - Must sign a statement acknowledging that they understand the conditions of employment or assignment unique to CES

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Internal Placement Flexibilities

CES provides the flexibility to quickly assign the right people where they are needed.



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