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UPDATED DCPAS Message 2025158

SUBJECT: Mandatory Integration of Military Spouse Hiring Authorities and Military Spouse Preference in Strategic Recruitment Discussions

ACTION: Disseminate to Department of War (DoW) Human Resources Managers and Practitioners

SUSPENSE: December 16, 2025

REFERENCES:

1. Noncompetitive Appointment Hiring Authority of Certain Military Spouses (5 U.S.C. § 3330d), <https://www.govinfo.gov/content/pkg/USCODE-2024-title5/html/USCODE-2024-title5-partIII-subpartB-chap33-subchapI-sec3330d.htm>
2. Noncompetitive Appointment Hiring Authority of Certain Former Overseas Employees (5 CFR § 315.608), <https://www.ecfr.gov/current/title-5/chapter-I/subchapter-B/part-315/subpart-F/section-315.608>
3. Under Secretary of War Memorandum, “Pilot Program on Direct Hire Authority for Spouses of Members of the Uniformed Services at Locations Outside the United States,” dated June 23, 2023, <https://www.dcpas.osd.mil/sites/default/files/DHA%20for%20MILSPOUSE%20OC%20ONUS.pdf>
4. Employment Opportunities for Military Spouses (10 U.S.C. § 1784), <https://www.govinfo.gov/content/pkg/USCODE-2024-title10/html/USCODE-2024-title10-subtitleA-partII-chap88-subchapI-sec1784.htm>
5. Recruiting and Retaining Military Spouses Fact Sheet, <https://www.dcpas.osd.mil/sites/default/files/2024-11/Recruiting%20and%20Retaining%20Military%20Spouses%20Fact%20Sheet%20v2.pdf>
6. Information Paper “Department of War (DoW) Military Spouse Appointment Authorities” (attached)

BACKGROUND: The DoW is committed to supporting the employment of military spouses through the implementation of hiring authorities and preferences designed to facilitate their entry into the federal workforce. Military spouses face unique challenges due to frequent relocations and other circumstances related to their service member spouse's career. Therefore, the Department has established a goal to reduce unemployment of Military Spouses by 5% in 2026. To address these challenges, DoW Components must ensure hiring managers are informed of the available hiring authorities and preferences during recruitment discussions for all recruit/fill hiring actions.

Military Spouse hiring authorities and preferences must be formally incorporated into strategic recruitment discussions. Reference (1) provides the legal basis for noncompetitive appointment of eligible military spouses to positions in the competitive service without traditional competitive procedures. Reference (2) allows the appointment of individuals who have completed 52 weeks of creditable overseas service to competitive service positions within the United States. Reference (3) grants direct hire authority to appoint spouses of members of the uniformed services at overseas locations. This program expires on December 31, 2026. Reference (4) ensures priority consideration for eligible spouses accompanying their sponsor on a Permanent Change of Station (PCS) move for competitive and excepted service positions at Department of War activities. Reference (5) and (6) serve as critical resources for Human Resources Managers and Practitioners to effectively utilize Military Spouse hiring authorities and Military Spouse Preference. Reference (5) and (6) also include details about each authority and the Military Spouse preference program and outline strategies to leverage hiring authorities, promote military spouse preference, and support the employment of military spouses.

ACTIONS TO TAKE

Human Resources Specialist of all DoW Components must do the following no later than December 16, 2025:

1. Ensure hiring managers are thoroughly educated on Military Spouse hiring authorities and preferences during strategic recruitment discussions. Provide clear explanations of their purpose, eligibility criteria, and benefits during the strategic recruitment discussion to ensure hiring managers understand how to effectively utilize these tools.
2. Incorporate Military Spouse hiring authorities and preferences into all strategic recruitment plans/discussions, recruit/fill hiring actions, and workforce shaping efforts. Ensure these tools are actively applied to support the employment of military spouses and align with organizational goals.

3. Review the attached Recruiting and Retaining Military Spouses Fact Sheet to understand best practices for hiring and retaining military spouses.
4. Share the attached fact sheet with hiring managers and practitioners to ensure consistent application of military spouse hiring authorities and preferences.

POINTS OF CONTACT: Employment and Compensation Policy Team, dodhra.mc-alex.dcpas.list.ec-policy@mail.mil

- [REF 6 Info Paper - DoW Military Spouse Appointment Authorities.docx](#)