



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Memorandum for Human Resources Directors

From: Veronica E. Hinton
Associate Director
Workforce Policy and Innovation

Subject: **Agency Noncompetitive Hiring Authority of Military Spouses
Annual Reporting for Fiscal Year (FY) 2024**

Executive Order (EO) 13832¹, titled “Enhancing Non-competitive Civil Service Appointments of Military Spouses,” requires Federal agencies to report annually on the non-competitive hiring of Military Spouses. The Government-wide Military-connected Strategic Plan² issued on February 27, 2024, under EO 14100 Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors³, expanded agencies reporting requirements.

Federal agencies with operating components and field installations should ensure that the required and pertinent information from their operating components and field installations is integrated into one agency submission. Each agency, in coordination with its components/bureaus, must submit to OPM by Tuesday, December 31, 2024, the following data for FY 2024:

1. The number of positions made available for application under the military spouse hiring authority during FY 2024;
2. The number of applications submitted under the military spouse hiring authority during FY 2024;
3. The number of military spouses appointed under the military spouse hiring authority during FY 2024;
4. Identify **each** of the positions filled under the authority by title, series, and grade level;
5. Summarize and provide details on actions taken by the agency during FY 2024 to advertise and promote the hiring of military spouses; and
6. Point of Contact for Military Spouse Hiring initiative.

¹ [EO 13832](#), Enhancing Non-competitive Civil Service Appointments of Military Spouses

² [Government-wide Military-Connected Strategic Plan for Fiscal Years \(FYs\) 2024 – 2028](#)

³ [EO 14100](#), Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors

In addition to the six requirements listed above, the FY 2024 Military Spouses Annual Report should include outreach, training (i.e., internal and external informational sessions or workshops), and recruitment strategies utilized in hiring military-connected individuals into the Federal government. Agencies should also include in their report to OPM updates on the implementation and progress in advancing the actions in the Government-wide Military-connected Strategic Plan.

In accordance with this law, OPM will evaluate agency submissions and in its annual report to the President on the Federal Government's use of the military spouse hiring authority, including an analysis of agency submissions to this data call, the agency actions in the implementation of the Plan, and any recommendations for improving the hiring and retention of this population. Each Department in the executive branch must submit reports electronically to militaryspouse@opm.gov.

If you have any questions or require additional information, please contact Mr. Adrian B. Williams, Talent Acquisition, Classification & Veterans Programs, at (202) 606-3158 or militaryspouse@opm.gov.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Veteran Employment Program Offices