



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Memorandum for Chief Human Capital Officers

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

Subject: **Fiscal Year 2024 Reporting on the Non-Competitive Hiring Authority for Spouses of Certain Department of Defense Civilian Employees**

Section 1119 of Public Law 118-31, the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2024, established a new noncompetitive appointment authority for a spouse who is married to an employee of the Department of Defense (DoD) who is transferred in the interest of the U.S. government from one official station within the DoD to another (that is outside of normal commuting distance) for permanent duty.

Section 1119 includes two reporting requirements. First, employing agencies are required to submit specific data in an annual report to the U.S. Office of Personnel Management (OPM) on the relocating and non-relocating spouses appointed under this authority. In addition, OPM is required to provide a one-time-report to the U.S. Congress based on the agencies' submissions detailing the use and effectiveness of the authority, including:

1. The total number of relocating and non-relocating civilian spouses appointed under the hiring authority;
2. Detailed identification of each position filled under this authority, including the position title, occupational series, and grade level; and
3. An assessment of the effectiveness of the authority for these appointments.

Federal department and agencies with operating components and field installations should ensure the required and pertinent information is integrated into one submission. Each agency, in coordination with its components and field installations, must consolidate its data and submit reports electronically to OPM at militaryspouse@opm.gov by:

- For FY 2024 submissions, by **Wednesday, April 30, 2025**; and
- For FY 2025 submissions, by **Wednesday, December 31, 2025** (*please note: this reporting requirement will be integrated with the existing governmentwide military spouse reporting requirements under Executive Orders 13832 and 14100 for FY25 and*

the combined reporting is reflected as part of OPM's 2025 consolidated data reporting call).

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 adrian.williams@opm.gov.

cc: Deputy CHCOs, Human Resources Directors, and Veteran Employment Program Offices

Attachment: [Section 1119 of NDAA 2024](#)