



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

November 15, 2023

Workforce Policy  
and Innovation

**Memorandum for Human Resources Directors**

**From:** Veronica E. Hinton  
Associate Director  
Workforce Policy & Innovation

**Subject:** Agency Noncompetitive Hiring Authority of Military Spouses Annual Reporting for Fiscal Year 2023

Executive Order (EO) 13832, titled “Enhancing Noncompetitive Civil Service Appointments of Military Spouses,” requires Federal agencies to report annually on the non-competitive hiring of Military Spouses. Previously, section 573 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2019 (Public Law 115-232) implemented the EO reporting requirements. On December 23, 2022, section 1111 of the NDAA for FY 2023 (Public Law 117-263) modified those reporting requirements.

In accordance with this law, the U.S. Office of Personnel Management (OPM) is required to provide an 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 and recommendations for enhancing the hiring of military spouses and the military spouse hiring authority.

More specifically, the following information must be submitted to OPM by Friday, December 29, 2023. Federal agencies with operating components and field installations should ensure that 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 provide the following data for FY 2023:

1. The number of positions made available for application under the military spouse hiring authority during FY 2023;
2. The number of applications submitted under the military spouse hiring authority during FY 2023;
3. The number of military spouses appointed under the military spouse hiring authority during FY 2023;

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 2023 to advertise and promote the hiring of military spouses; and
6. Point of Contact for Military Spouse Hiring initiative.

Also, the FY 2023 Military Spouses Annual Report should include outreach, training (i.e., internal and external informational sessions or workshops), and recruitment strategies utilized in hiring military spouses into the Federal government. Each Department in the executive branch must submit reports **electronically** to [militaryspouse@opm.gov](mailto:militaryspouse@opm.gov).

The recent analysis of the Non-Competitive Hiring Authority of Military Spouses Annual Reports has revealed continual positive trends since the implementation and the sustained execution of this initiative. These positive trends align with the goals of the EO 14100, Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors, which enhances and strengthens the support for identifying and tapping into this pool of talented individuals and promoting the national interest of the United States and the well-being of our military families.

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](mailto:adrian.williams@opm.gov).

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

Attachments: [EO 13832](#), [NDAA FY 2019 sec. 573](#), and [NDAA FY 2023 sec. 1111](#)