

**U.S. OFFICE OF PERSONNEL MANAGEMENT**

**NOTICE AND POSTING SYSTEM**

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Notice No: 2019 - 01

Washington, DC 20415

Date: March 1, 2019


**Notice of OPM Policy Information**

**AGENCIES:** This Notice announces the extension of an interchange agreement between the Corporation for National and Community Service (CNCS) and the U.S. Office of Personnel Management (OPM) and the Competitive Civil Service

**Heads of Departments and Independent Establishments:**

1. The U.S. Office of Personnel Management (OPM) has approved a 3-year extension for an interchange agreement that permits movement between the competitive civil service and positions in the Corporation for National and Community Service (CNCS). This agreement is effective on the date signed by the Director, OPM and will remain in effect for 3 years through March 5, 2022, unless it is renegotiated before the expiration date.
2. The agreement covers movement of current CNCS employees who are appointed noncompetitively within 1 year following an involuntary separation without personal cause. In determining employees' eligibility for noncompetitive appointment, all qualifying CNCS service is creditable, including service before the effective date of this agreement. Eligible CNCS employees may be appointed in any agency and receive credit for their CNCS service toward career tenure.
3. Attached is a copy of the agreement, which describes in more detail appointment eligibility and conditions under both systems.
4. When processing personnel actions for career and career-conditional appointments (and conversions to such appointments), use legal authority BNY/CS Rule 6.7-DoD Agreement, with the appropriate nature of action found in Chapter 9 of "The Guide To Processing Personnel Actions." Review Table 9-I and include all appropriate remarks necessary for the action to be taken.

Attachment

  
Kimberly A. Holden  
Deputy Associate Director  
Talent Acquisition and Workforce Shaping

Inquiries: Talent Acquisition and Workforce Shaping  
Employee Services  
(202) 606-8097

OPM Form 1624-V



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

MAR 01 2019

Ms. Maelat Mathias  
Chief Human Capital Officer  
Corporation for National and Community Service  
Office of Human Capital  
250 E Street, SW  
Washington, DC 20525

Dear Ms. Mathias:

The U.S. Office of Personnel Management (OPM) is approving your request for an extension of the interchange agreement between the U.S. Office of Personnel Management (OPM) and the Corporation for National and Community Service (CNCS) under the Civil Service Rule 6.7 as requested in your letter dated January 22, 2019. This extension will permit the movement of employees between the excepted service human resources (HR) management system of the CNCS and the competitive civil service. The current agreement expires effective March 5, 2019. This extension is for a period of three years through March 5, 2022.

This interchange agreement will permit excepted service employees serving in the CNCS to be appointed to positions in the competitive civil service. This interchange agreement will also permit movement of employees serving in positions in the competitive civil service to be appointed to CNCS excepted service positions. The extension of this interchange agreement will assist the CNCS with the refinement and implementation objectives for its Transformation and Sustainability Plan. This interchange agreement continues to include employees assigned to the Office of the Inspector General with the exception of equal employment opportunity matters, personnel management for appraisals, performance awards, and performance-based salary increases.

OPM may modify or terminate this agreement at any time if we find the conditions for approval cease to exist. OPM will notify the Federal community of the CNCS interchange agreement through a posting on OPM's website and by issuing a notice through OPM's Notice and Posting System to notify agencies of CNCS employee' eligibility for noncompetitive employment consideration. The interchange agreement contains the conditions under which movement is permitted and the status and tenure acquired by appointees.

The point of contact for any questions you may have is Ms. Darlene Phelps, Talent Acquisition and Workforce Shaping, at [Darlene.Phelps@opm.gov](mailto:Darlene.Phelps@opm.gov) or (202) 606-1730.

Sincerely,

A handwritten signature in blue ink, appearing to read "Margaret M. Weichert", is written over a horizontal line.

Margaret M. Weichert  
Acting Director

AGREEMENT FOR THE MOVEMENT OF PERSONNEL  
BETWEEN THE CIVIL SERVICE SYSTEM AND  
THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE

In accordance with the authority provided in Section 6.7 of the Civil Service Rules, and pursuant to the following agreement with the Corporation for National and Community Service (CNCS), employees serving in positions in CNCS's alternative personnel system may be appointed to positions in the competitive civil service, and employees serving in positions in the competitive civil service may be appointed to positions in CNCS's alternative personnel system to include employees assigned to the Office of the Inspector General (OIG), subject to the following conditions:

1. **Type of Appointment Held Before Movement**

Employees of CNCS must be currently serving in continuing positions under general (permanent) excepted appointments or have been involuntarily separated from such appointments without personal cause within the preceding year. Employees in the competitive civil service must be serving in continuing positions under career-conditional or career appointments or have been involuntarily separated from such appointments without personal cause within the preceding year.

2. **Qualification Requirements**

Employees of CNCS must meet the qualification standards and any other requirements or conditions of employment established for the competitive service positions to which they may be appointed. Employees in the competitive service must meet the standards and requirements established by CNCS for appointment to CNCS positions.

3. **Length of Service Requirement**

Employees of CNCS must be holding a general (permanent) position and have served continuously for at least 1 year at CNCS before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees of the competitive civil service must have completed the 1-year probationary period required in connection with their career or career-conditional appointments in the competitive service before they may be appointed to positions at CNCS under the authority of this agreement.

4. **Selection**

Employees of CNCS may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service are considered for transfer to such positions. Employees in the competitive service may be given consideration for CNCS positions consistent with CNCS policies covering other internal candidates.

5. Type of Appointment Granted After Movement

CNCS employees who are appointed to competitive service positions under the terms of this agreement will have career or career-conditional appointments, depending upon whether they meet the 3-year service requirement for career tenure. Service in a general (permanent) CNCS appointment will be accepted toward meeting the 3-year competitive service requirement. Employees of the competitive service who are appointed to CNCS positions under the terms of this agreement will receive excepted service appointments.

6. Probationary and Trial Periods

Employees appointed under this agreement, who have previously completed 1 year of a probationary or trial period, will not be required to serve a new probationary or trial period. Employees receiving an initial appointment to a supervisory and/or managerial position will serve a probationary period as prescribed by the agency.

7. Status

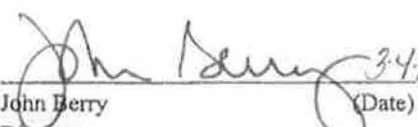
CNCS employees who are appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status. Thereafter, such employees will be entitled to the benefits and privileges provided by title 5, Code of Federal Regulations. Employees of the competitive civil service who are appointed to positions with CNCS under the terms of this agreement will receive the benefits and privileges that are normally provided to persons who initially receive CNCS excepted service appointments.

8. Effective Date of this Agreement

The extension of this agreement becomes effective upon signature of both parties. The agreement may be modified at any time with the mutual consent of the CNCS and OPM.

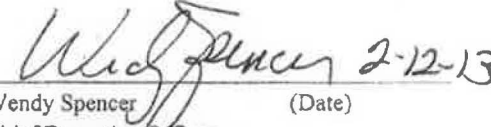
9. Expiration Date of this Agreement

The agreement ends 3 years after the date signed by CNCS unless further extended by OPM. OPM reserves the right to terminate the agreement before 3 years if it determines the conditions for continuation are no longer met.

  
John Berry  
Director

U.S. Office of Personnel Management

(Date)

  
Wendy Spencer  
Chief Executive Officer

(Date)

Corporation for National and Community Service