



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Thursday, May 14, 2009

MEMORANDUM FOR: Human Resources Directors

FROM: Angela Bailey, Deputy Associate Director, Center for Talent & Capacity Policy

Subject: 30-Day Comment Period for Revised Qualification Requirements for 2-Grade Interval Work

The U.S. Office of Personnel Management (OPM) proposes to change the grade level for individuals who hold a bachelor's degree from GS-5 grade (or equivalent) level to GS-7 grade (or equivalent) level. This change eliminates the Superior Academic Achievement provision and impacts the qualification requirements for other grades in the 2-grade interval line of progression. We expect these changes to reduce the possibility that applicants may be unfairly screened out who otherwise would be able to perform the requirements of the position and increase and broaden the qualified applicant pool.

OPM is issuing, for a 30-day comment period, a draft *Group Coverage Qualification Standard for Administrative and Management Positions* and a draft table titled *Education and Experience Requirements for Professional and Scientific Positions for GS-7 (or equivalent) and Above* showing these proposed changes. For your convenience, these documents are attached and can be found on OPM's website www.opm.gov/qualifications/standards/Drafts/.

Additionally, we will reduce the number of qualification standards human resources specialists must use to evaluate basic qualifications for professional and scientific work. Currently, all professional and scientific positions are covered by the (1) *Group Coverage Qualification Standard for Professional and Scientific Positions*; and (2) one or more series-specific *Individual Occupational Requirements*. The table titled *Education and Experience Requirements for Professional and Scientific Positions for GS-7 (or equivalent) and Above*, mentioned in the previous paragraph, specifies the basic education requirements for these occupations and will be combined with individual occupational requirements to create a single stand-alone qualification standard for each series.

Please review these proposed changes for impact, clarity, and ease of use. You may send comments to REAG-Qualifications by facsimile (202) 606-2329 or email employ@opm.gov. Comments must be received no later than 30 days after the date on this memorandum.

Attachments

- Draft -- Group Coverage Qualification Standards for Administrative and Management Positions
- Draft -- Education and Experience Requirements for Professional and Scientific Positions for GS-7 (or equivalent) and Above