



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Wednesday, May 15, 2002
MSG 2002-038

MEMORANDUM FOR: Human Resources Directors

FROM: Ellen E. Tunstall, Assistant Director for Employment Policy

Subject: Identifying Barriers to Effective Recruitment and Selection

With the current emphasis on human capital issues, and the continuing need to fill entry and mid-level positions with high caliber candidates efficiently and effectively, it is important that agencies have effective hiring tools. We frequently hear that various laws and regulations get in your way. As you know, Director Kay Coles James is committed to fixing the hiring process. We need your help to direct our efforts.

Specifically, which statutes or regulations cause you problems and why? By June 30, please use the enclosed format to tell us which title 5 statutes and regulations you view as obstacles to your recruitment and hiring efforts. Please send consolidated agency comments to Mr. Michael Carmichael (jmcarmic@opm.gov) or fax (202-606-2320).

We will share responses with the Human Resources Management Council, and balance recommendations for change with our support for the merit principles, veterans preference and diversity initiatives. We want to clear out roadblocks and put the tools you need into your hands. Your thoughtful comments will help move agencies to "green" and foster a Government that is more citizen-centered, results oriented, and market based.

[Attachment](#)

Identifying Barriers to Effective Recruitment and Selection

Agency:

Date:

1. Title or Subject:

5 USC Section:

5 CFR Part:

Discussion (Describe why this statute or regulation is a problem and suggest fixes or improvements.):

2. Title or Subject:

5 USC Section:

5 CFR Part:

Discussion (Describe why this statute or regulation is a problem and suggest fixes or improvements.):

3. Title or Subject:

5 USC Section:

5 CFR Part:

Discussion (Describe why this statute or regulation is a problem and suggest fixes or improvements.):