



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Tuesday, December 29, 2015

**MEMORANDUM FOR: CHIEF HUMAN CAPITAL OFFICERS**

FROM: BETH F. COBERT, ACTING DIRECTOR

Subject: Implementing Policy Guidance for the Land Management Workforce Flexibility Act

On August 7, 2015, the President signed the Land Management Workforce Flexibility Act, P.L. 114-47 (the "Act"). A copy of the Act is available at:  
<https://www.congress.gov/114/plaws/publ47/PLAW-114publ47.pdf>.

The Act allows certain individuals who are serving or who have served under a time-limited competitive service appointment in a land management agency to compete for a permanent position in the competitive service when the hiring agency is accepting applications from within its own workforce under merit promotion procedures.

The Act is effective and agencies must apply it when receiving applications to fill a vacancy pursuant to merit promotion procedures in a competition that is otherwise limited to internal candidates. The attached Questions and Answers are intended to help provide guidance regarding this Act. OPM intends to issue regulations to implement the provisions of the Act.

If you have questions or need additional information, please contact Michelle T. Glynn, Human Resources Specialist, at [Michelle.Glynn@opm.gov](mailto:Michelle.Glynn@opm.gov) or (202) 606-1571.

Attachment: Land Management Workforce Flexibility Act: Implementing Policy Guidance Questions & Answers (see PDF below)

cc: Human Resources Directors