



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Friday, May 1, 2015

**MEMORANDUM FOR: Heads Of Executive Departments And Agencies**

FROM: Katherine Archuleta Director

Subject: Smarter IT Delivery Schedule A Hiring Authority

The U.S. Office of Personnel Management (OPM) is authorizing the use of excepted-service appointments under 5 CFR 213.3102(i)(3) to address the need for hiring digital services staff to support the President's Management Agenda's Smarter Information Technology (IT) Delivery Initiative. The President declared the need for a Smarter IT Delivery Initiative to transform the way Government builds and buys IT and fundamentally improve the way that the Government delivers technology services to the public. To meet this goal, agencies working on the Smarter IT Delivery Initiative are developing digital services teams using funding from the 2016 budget. These teams will need staff with skills in modern digital product design, software engineering, product management, creating and maintaining flexible infrastructure, and designing and implementing agile governance structures. This authority to hire digital services staff may be used to fill positions only on these teams directly needed for work on Smarter IT Delivery Initiative projects that were funded in the 2016 budget or are included in the attached tables:

*Table 1: High Impact List of Smarter IT Delivery Projects*  
*Table 2: Agency Transactional Services List*

Agencies may use this authority to fill, on a temporary basis for up to one year, technical positions needed to directly carry out provisions of the Smarter IT Delivery Initiative at the GS-11 through GS-15 levels. These technical positions would involve in-depth knowledge of and experience in creating modern digital services, gap analysis expertise in understanding where shortfalls exist in capacity to design, develop, deploy, and operate customer-facing services, specialized knowledge in digital service consolidation and migration, cloud service utilization, and business process standardization to support a wide variety of mission requirements. These appointments may be extended in increments of up to one year. No appointments made under this authority may extend beyond September 30, 2017. Appointments are limited to individuals who will be directly associated with Smarter IT Delivery Initiative projects funded in recent budgets or found in the attached tables.

When using this authority, agencies must apply the provisions of 5 CFR part 302, as well as the procedures for passing over a compensably-disabled preference eligible in accordance with OPM's March 12, 2009, memorandum for Chief Human Capital Officers (<https://chcoc.gov/content/clarification-procedures-passover-compensably-disabled-preference-eligibles-excepted-service>). As provided by 5 CFR part 302, agencies must apply veterans' preference when filling positions under this authority and have procedures in place for

acceptance of applications. Although public notice is not required when filling jobs in the excepted service, OPM strongly encourages agencies to conduct appropriate recruiting and notice to meet agencies' technical needs under the Smarter IT Delivery Initiative.

When documenting the SF-50 "Notification of Personnel Action" for such appointments, cite as the first authority "W9R/Sch. A, 5 CFR 213.3102(i)(3)," and cite "ZEA/ Smarter IT," as the final authority.

cc: Chief Human Capital Officers and Human Resources Directors