



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Merit System
Accountability and
Compliance

Friday, March 25, 2016

MEMORANDUM FOR: Human Resources Directors

FROM: ANA A. MAZZI, Deputy Associate Director, Merit System
Accountability and Compliance

Subject: Upcoming Governmentwide Study of Excepted Service Hiring Authorities

This is to notify you that during FY17, the U.S. Office of Personnel Management (OPM) plans to conduct a Governmentwide study on the use of excepted service hiring authorities, excluding those covered by the Pathways Programs. We are conducting this study in accordance with our statutory authority and responsibility under section 1104 of title 5, United States Code, and in support of agencies' efforts to implement merit-based strategic human capital management programs.

Your agency may be selected to participate in this study. Participation may range from merely providing OPM with written policy guidance concerning your excepted service hiring program to responding to surveys and interview questions and/or providing access to case files and associated records that document excepted service hiring actions.

We will assess excepted service staffing activities, subject to title 5 provisions, with regard to their effectiveness and compliance with law, regulation, and merit system principles. Whenever possible, we will conduct our work off site, using access to automated staffing systems and employee personnel records, electronic surveys, and virtual conferencing.

Currently, we are analyzing data from our Enterprise Human Resources Integration system. Once that analysis is complete, we will contact those agencies we identify for inclusion in the study and provide more detailed information. In the meantime, should you have any questions about the upcoming study, please contact me at (202) 606-4309 or ana.mazzi@opm.gov.

cc: Chief Human Capital Officers

Deputy Chief Human Capital Officers