



OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-0001

JUL 12 2005

Mr. David Eisner
Corporation for National
and Community Service
1201 New York Avenue, NW,
Washington, DC 20525

Dear Mr. Eisner:

I am pleased to inform you of my approval of an interchange agreement under Civil Service Rule 6.7 between the competitive civil service and the Corporation for National and Community Service's (CNCS) excepted service alternative personnel system. This interchange agreement will provide eligible CNCS employees with the opportunity to noncompetitively transfer to other Federal agencies. This agreement also provides the mobility for eligible competitive service employees to noncompetitively transfer to CNCS, enhancing your applicant pool with current Federal employees.

Enclosed for your signature are two copies of the *Agreement for the Movement of Personnel between the Civil Service System and the Corporation for National and Community Service*. The agreement is effective for 3 years from the date of signature and contains the conditions under which movement is permitted and the status and tenure acquired by appointees. Please return one signed copy to my office. Upon receipt of the signed document, we will notify all other Federal agencies of the noncompetitive employment consideration provided to employees by this interchange agreement.

Please contact Mr. Mark Doboga, Deputy Associate Director for Talent and Capacity Policy, on (202) 606-0388, should you have questions concerning the implementation of this agreement.

Sincerely,

A handwritten signature in black ink, appearing to read "Linda M. Springer", with a long horizontal flourish extending to the right.

Linda M. Springer
Director

Enclosure

**AGREEMENT FOR THE MOVEMENT OF PERSONNEL
BETWEEN THE CIVIL SERVICE SYSTEM AND
THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**

In accordance with the authority provided in Section 6.7 of the Civil Service Rules, and pursuant to the following agreement with the Corporation for National and Community Service (CNCS), employees serving in positions in CNCS's alternative personnel system may be appointed to positions in the competitive civil service, and employees serving in positions in the competitive civil service may be appointed to positions in CNCS's alternative personnel system, subject to the following conditions:

1. Type of Appointment Held Before Movement

Employees of CNCS must be currently serving in continuing positions under general (permanent) excepted appointments or have been involuntarily separated from such appointments without personal cause within the preceding year. Employees in the competitive civil service must be serving in continuing positions under career-conditional or career appointments or have been involuntarily separated from such appointments without personal cause within the preceding year.

2. Qualification Requirements

Employees of CNCS must meet the qualification standards and any other requirements or conditions of employment established for the competitive service positions to which they may be appointed. Employees in the competitive service must meet the standards and requirements established by CNCS for appointment to CNCS positions.

3. Length of Service Requirement

Employees of CNCS must be holding a general (permanent) position and have served continuously for at least 1 year at CNCS before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees of the competitive civil service must have completed the 1-year probationary period required in connection with their career or career-conditional appointments in the competitive service before they may be appointed to positions at CNCS under the authority of this agreement.

4. Selection

Employees of CNCS may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service are considered for transfer to such positions. Employees in the competitive service may be given consideration for CNCS positions consistent with CNCS policies covering other internal candidates.

5. **Type of Appointment Granted After Movement**

CNCS employees who are appointed to competitive service positions under the terms of this agreement will have career or career-conditional appointments, depending upon whether they meet the 3-year service requirement for career tenure. Service in a general (permanent) CNCS appointment will be accepted toward meeting the 3-year competitive service requirement. Employees of the competitive service who are appointed to CNCS positions under the terms of this agreement will receive excepted service appointments.

6. **Probationary and Trial Periods**

Employees appointed under this agreement, who have previously completed 1 year of a probationary or trial period, will not be required to serve a new probationary or trial period. Employees receiving an initial appointment to a supervisory and/or managerial position will serve a probationary period as prescribed by the agency.

7. **Status**

CNCS employees who are appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status. Thereafter, such employees will be entitled to the benefits and privileges provided by title 5, Code of Federal Regulations. Employees of the competitive civil service who are appointed to positions with CNCS under the terms of this agreement will receive the benefits and privileges that are normally provided to persons who initially receive CNCS excepted service appointments.

8. **Effective Date of this Agreement**

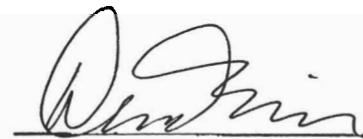
This agreement becomes effective upon signature of both parties. The agreement may be modified at any time with the mutual consent of the CNCS and OPM.

9. **Expiration Date of this Agreement**

The agreement ends 3 years after the date signed by CNCS unless extended by OPM. OPM reserves the right to terminate the agreement before 3 years if it determines the conditions for continuation are no longer met.

 JUL 12 2005

Director
U.S. Office of Personnel Management

 7/29/05
(Date)

David Eisner
Chief Executive Officer
Corporation for National Community Service