



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

JUL 29 2010

Mr. Raymond Limon
Chief Human Capital Officer
Corporation for National and Community Service
1201 New York Avenue, NW
Washington, D.C. 20525

Dear Mr. Limon:

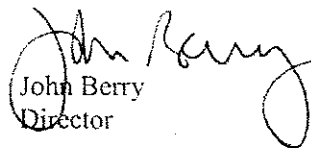
I am pleased to inform you that I have approved your request to extend the interchange agreement under Civil Service Rule 6.7 between the competitive civil service and the Corporation for National and Community Service (CNCS). This extension is for 3 years, through July 28, 2012.

The U.S. Office of Personnel Management (OPM) reviewed the Corporation's personnel management system and found that it is merit-based and operates consistently within merit system principles. We appreciate that CNCS implemented a number of the changes recommended by the OPM evaluation team to strengthen the Corporation's operations.

The interchange agreement is being extended with the continued understanding that it may be terminated if the conditions for interchange cease to exist. OPM will consider a request for further extension, subject to an additional personnel management system review, if made before the July 28, 2012, termination date.

Please provide a signed copy of the enclosed agreement to Angela Bailey, Deputy Associate Director for Talent and Capacity Policy, 1900 E Street, NW, Room 6500, Washington, D.C. 20415. We will notify the Federal community of the extension of the CNCS interchange agreement through a posting on OPM's Web site and by issuing a notice through OPM's Notice and Posting System. We will issue this notice immediately following the receipt of a copy of the agreement signed by CNCS.

Sincerely,


John Berry
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


The extension of 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 further 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.



John Berry (Date)
Director
U.S. Office of Personnel Management



Nicola Goren (Date)
Acting Chief Executive Officer
Corporation for National and Community Service