



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

MAY - 1 2015

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTMENTS AND AGENCIES

FROM: KATHERINE ARCHULETA
DIRECTOR

A handwritten signature in blue ink that reads "Katherine Archuleta".

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 (<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=2119>). 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.

Attachments

cc: Chief Human Capital Officers and Human Resources Directors

Table 1: High Impact List of Smarter IT Delivery Projects

Agency	Candidate Project List
Department of Commerce	Census 2020
Department of Homeland Security	Immigration process modernization aka Transformation, Secure Flight, FEMA NFIP, Einstein, Continuous Diagnostics & Mitigation
Department of Transportation	Fiscal Management Information System
Department of Education	Federal student aid modernization
Department of Energy	Cybersecurity
Environmental Protection Agency	eManifest
General Services Administration	Integrated Award Environment
Health and Human Services	Healthcare.gov
Department of Housing and Urban Development	Core Financial Services
Department of the Interior	Financial and Business Management System
Department of Justice	FBI Next Generation Identification
Department of Labor	Benefits.gov, Digital Government Integrated Platform
National Archives and Records Administration	Electronic records archive
NASA	IT infrastructure integration program/end user services
Nuclear Regulatory Commission	Integrated Source Management Portfolio
National Science Foundation	Manuscript Management System
Office of Personnel Management	Federal Investigative Service, modernize background checks
Small Business Administration	SBA One
Social Security Administration	Electronic Services
Department of State	Consular Systems Modernization
Department of Treasury	IRS Modernization, USASpending.gov; Affordable Care Act Administration
U.S. Army Corps of Engineers	Corps of Engineers Financial Management System
USAID	Global Assistance and Acquisition System
U.S. Department of Agriculture	MIDAS
Department of Veterans Affairs	Veterans benefits management system, VACAA implementation, Electronic patient scheduling systems, Integrated electronic medical records (we are already working on this, but need to increase team resources)

Table 2: Agency Transactional Services List

SSA

Access to Financial Institutions (AFI)
Affordable Care Act
Electronic Wage Reporting
E-Verify
Health Information Technology
iAppeals
iFOLO
Public Facing Integrity Review
Social Security Number Verification
Special Notice Option (iSNO)

State

Adoption Services
Consular Report of Birth Abroad
Defense Trade Electronic Licensing System (DTrade)
Immigrant Visa
International parental child abduction assistance
Non-Immigrant Visa
Overseas Citizens Services
Passport
Refugee admissions and resettlement
Smart Traveler Enrollment Program

Interior

Indian Trust Automated Clearing House (ACH)
Disbursements
Indian Trust Check Disbursements
Indian Trust Returned ACHs, Checks
National Park Recreation Fees
Provide TAAMS mineral lease information to assist Tribal, BIA and other supporting DOI resource managers in making decision on leasing, developing, and managing energy/mineral resources.
SPITS
TIMS (OCS Permit to Drill)
TIMS (Pipeline Permits)
Welfare Assistance Payments to Individuals
Welfare Assistance Payments to Third Party

Providers

USDA

Conservation Contracts
eForms Completion
ePermits
Guaranteed Loan Underwriting
Official Inspection
Official Weighing
Permit Application
Public Health Information System (PHIS)
Request to Exempt Imported Agricultural Products from Marketing Order Quality Inspection

USDA (Continued)

Supplemental Nutrition Assistance Program (SNAP) Retailer Authorization

Education

Disbursements
ED Pubs Orders
Education Resources Information Center (ERIC)
Free Application for Federal Student Aid (FAFSA) (Applicants, not Borrowers)
Grants Management System (G5)
Great Lakes (GL) Title IV Reporting - Loan Servicing
Integrated Postsecondary Education Data System (IPEDS) College Navigator
National Student Loan Data System (NSLDS)- Enrollment Reporting
National Student Loan Data System (NSLDS)- Federal Family Education Loan (FFEL) Information from Guaranty Agencies (GA)
Nation's Report Card

Transportation

Accident/incident reports
Aircraft Registration Renewal
Applications for admission to USMMA
FAA's special application for employment
Financial and Operation Statistics for large certified air carriers
Flight Plan Submissions
Medical examiner (under NRCME)
Railroad crossing inventory
Registrations (DOT numbers, etc.)
Traffic and capacity statistics (for air travel)

OPM

Applications Received via USAJOBS
Clearance Reviews Worked On
Closed Clearance Reviews
electronic Official Personnel Folder (eOPF)
Counts
eOPF Customer Surveys Sent
eOPF Customer Surveys Received
JOAs Posted on USAJOBS
Job Searches Performed on USAJOBS
Scheduled Clearance Reviews
Visitors to USAJOBS

Energy

COSOP
EERE Award recipient reporting
EERE Freedom of Information Act
EERE Funding opportunity announcement applications
EERE National Environmental Policy Act (NEPA) Review

Table 2: Agency Transactional Services List

Energy (Continued)

EERE State grant management
E-Link
Energy Science and Technology Software Center
Federal Energy Management (FEMP) contractor
document upload
Natural Gas Authorizations E-Filing

Treasury

BSA IT Modernization
Electronic Federal Tax Payment System (EFTPS)
e-Services (e-SVS)
Integrated Data Retrieval System (IDRS)
International Treasury Services (ITS.gov)
Invoice Processing Platform
Modernized e-File (MeF)
Over the Counter Channel Application (OTCnet)
Pay.gov
Service Center Recognition/Image Processing
System (SCRIPS)

GSA

Assisted Services Shared Information SysTem
(ASSIST)
eBuy (GSA Advantage)
E-Gov Travel Service (ETS)
eOffer
FedBizOpps (Federal Business Opportunities)
GSA Real Estate Exchange (G-REX)
NSOBS (Network Services Ordering & Billing
System)
Occupancy Agreement (OA) Billing
Reimbursable Work Authorization Entry and
Tracking Application (RETA)
SAM.gov

HHS

Debt Management and Collection Systems
(DMCS)
Electronic Research Administration
Electronic Submission Gateway (ESG)
Federally Facilitated Marketplace (FFM) Hub
transactions
Grant award actions by Grants Center of
Excellence
Grants Payments
Healthdata.gov
National Directory of New Hires
Provider Enrollment, Chain, and Ownership
System (PECOS)

HHS (Continued)

Vaccine Tracking System (VTrckS)

Labor

Benefits.gov
E-Grants
Job Corps program applications
Labor Condition Application
Miner Individual Identification Number (MIIN)
Permanent Labor Certification
Permanent Work Visa
Registered Apprenticeship Partners Information
Data System (RAPIDS)
Temporary Labor Certification
Temporary Work Visa

Justice

ATF National Tracing Center Trace Requests
Commissary Fund Transactions
DEA Diversion Control license applications
FBI Fingerprint Checks (civil)
FBI Fingerprint Checks (law enforcement)
FBI National Name Check Program (NNCP)
FBI NICS Firearm Background Checks
NSD Foreign Agent Registration Act
PSOB

EPA

DCFUEL
EAS
eGGRT
ICIS-NeT for Oil and Gas General Permit Notice
of Intents
ICIS-NetDMR
IGMS
RCRAInfo/myRCRAid
VERIFY

DHS

Electronic Immigration System (ELIS)
eVerify
Secure Flight
Systematic Alien Verification for Entitlements
(SAVE)
Universal Enrollment System Program, Pre-Check
Populations

NSF

Funding Actions
Graduate Research Fellowship Program
Proposals Submitted