



THE OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301-4000

MANAGEMENT
PERSONNEL

187 AUG 1991

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY (MILITARY PERSONNEL MANAGEMENT AND EO POLICY)
DEPUTY ASSISTANT SECRETARY OF THE NAVY (CIVILIAN PERSONNEL POLICY AND EEO)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND PERSONNEL)
DIRECTOR, MANPOWER AND PERSONNEL, JOINT STAFF
DIRECTOR OF PERSONNEL & SECURITY, WHS
DIRECTOR, CIVILIAN PERSONNEL, DISA
DIRECTOR, PERSONNEL AND TRAINING, DeCA
DIRECTOR OF CIVILIAN PERSONNEL, DCAA
DEPUTY ASSISTANT DIRECTOR FOR HUMAN RESOURCES, DIA
DEPUTY ASSISTANT DIRECTOR (HUMAN RESOURCES), DIS
DEPUTY DIRECTOR (HUMAN RESOURCES), DFAS
STAFF DIRECTOR OF CIVILIAN PERSONNEL, DLA
DIRECTOR OF PERSONNEL, DODDS
DIRECTOR, PEOPLE RESOURCES, AAFES
DEPUTY DIRECTOR FOR HUMAN RESOURCES, DMA
DIRECTOR OF CIVILIAN PERSONNEL, DNA
DIRECTOR FOR PERSONNEL/SECURITY DIRECTORATE, DODIG
DIRECTOR OF CIVILIAN PERSONNEL, NSA
CHIEF, PERSONNEL/MANPOWER DIVISION, USUHS

SUBJECT: DoD/OPM Interchange Agreement

The subject agreement entitled, "Agreement for the Movement of Personnel Between the Civil Service System and the NAFI System in the Department of Defense" is provided at TAB A for implementation. It is effective on September 20, 1991.

The OPM letter that transmitted the Agreement is at TAB B. The Agreement basically will allow an eligible NAF employee to voluntarily move to a civil service job without being referred from a civil service employment register. OPM guidance for coding appointments is at TAB C.

Please take timely action to notify your NAF employees and operating personnel offices of this new employment opportunity.

SARA B. RATCLIFF

Deputy Assistant Secretary of Defense
(Civilian Personnel Policy/Equal Opportunity)

Attachments

AGREEMENT FOR THE MOVEMENT OF PERSONNEL
BETWEEN THE CIVIL SERVICE SYSTEM AND
THE NONAPPROPRIATED FUND INSTRUMENTALITY (NAFI)
SYSTEM IN THE DEPARTMENT OF DEFENSE

In accordance with the authority provided in Section 6.7 of the Civil Service Rules, and pursuant to the following agreement with the Department of Defense, employees serving in Nonappropriated Fund Instrumentalities (NAFI) of the Department may be appointed to positions in the competitive civil service, and employees serving in positions in the competitive civil service may be appointed to NAFI positions, subject to the following conditions:

1. Type of appointment held before movement.

To be eligible for movement under this agreement, employees must be currently serving under a competitive career or career-conditional appointment or under a NAFI appointment or have been involuntarily separated from such appointment without personal cause within the preceding year. NAFI employees must be or have been serving in continuing NAFI positions under appointments without time limits.

2. Qualification requirements.

NAFI employees must meet the qualification standards and requirements for the positions to which they are to be appointed in accordance with OPM established regulations for transfer of employees within the competitive service. Employees in the competitive service must meet the regular standards and requirements established by DOD for appointment to NAFI positions.

3. Length of service requirement.

NAFI employees must have served continuously for at least 1 year in NAFI positions before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees in 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 NAFI positions, without serving a trial period, under the authority of this agreement.

4. Selection.

NAFI employees may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service may be considered for transfer to such positions. Employees in the competitive service may be considered for appointment to any NAFI position on the basis of their qualifications.

5. Type of appointment granted after movement.

NAFI employees who are appointed to competitive 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. The service which commences with a permanent NAFI appointment will be accepted toward meeting the competitive service requirement. Employees of the competitive service who are appointed to NAFI positions under the terms of this agreement will receive appointments without time limit under DOD Directive No. 1401.1-M.

6. Probationary and trial periods.

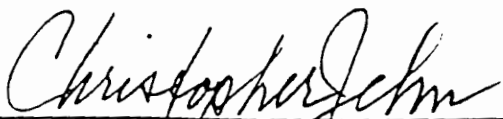
Employees appointed under this agreement, who have previously completed a probationary or trial period, will not be required to serve a new probationary or trial period.

7. Status.

NAFI 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 the Civil Service Rules and by OPM's regulations and instructions for persons having competitive civil service status. Employees of the competitive civil service who are appointed to NAFI positions under the terms of this agreement will have whatever privileges are normally provided to persons who initially receive appointments, under DOD Directive No. 1401.1-M, to continuing NAFI positions

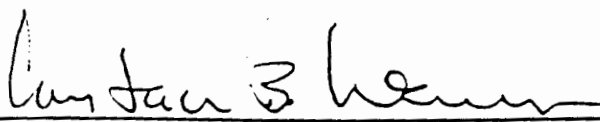
8. Effective date.

This agreement becomes effective 30 days from the date on which it is signed by both parties and shall expire, unless renewed, 3 years thereafter. The agreement may be terminated prior to its expiration date 30 days following notice from the Department of Defense or OPM and may be modified at any time with the mutual consent of the Department of Defense and OPM.



Richard B. Cheney
Secretary of Defense

21 Aug 1991
(Date)



Constance Berry Newman
Director
Office of Personnel Management

11 April 1991
(Date)