



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