


Approved for Release
Kevin E. Mahoney
Director for Human Resources Management and
Chief Human Capital Officer

4/12/19
Date

**DEPARTMENT OF COMMERCE
OFFICE OF HUMAN RESOURCES MANAGEMENT
HUMAN RESOURCES (HR) BULLETIN #230, FY19**

SUBJECT: Eligibility of Certain Land Management Employees To Apply and Be Considered Under Merit Assignment Procedures

EFFECTIVE DATE: Upon release of this HR Bulletin

EXPIRATION DATE: Effective until superseded or revoked

SUPERSEDES: Previous guidance provided by the Office of Personnel Management on December 29, 2015

PURPOSE: This bulletin clarifies the eligibility of certain current and former employees at a land management agency to apply and be considered under Merit Assignment Procedures (MAP) when applications are being accepted from individuals outside of the Department of Commerce.

BACKGROUND: The Land Management Workforce Flexibility Act was amended by section 1135 of Public Law 114-328 (National Defense Authorization Act for Fiscal Year 2017), signed December 23, 2016.

COVERAGE: This bulletin applies to all competitive service career-conditional/career positions.

POLICY: In accordance with the amended Land Management Workforce Flexibility Act, current or former employees at a land management agency, initially hired under competitive procedures in a time-limited appointment, are eligible to compete under MAP for a career-conditional/career appointment in the competitive service when applications are accepted from outside of the Department of Commerce.

Servicing Human Resources Offices must include the language below in MAP Job Opportunity Announcements under the "Who May Be Considered" section, when appropriate.

Current or former employees at a land management agency who were initially hired under competitive procedures in a time-limited appointment.

REFERENCES: <https://www.chcoc.gov/content/eligibility-land-management-employees-time-limited-appointment-competitive-service>

OFFICE OF POLICY AND PROGRAMS: Valerie Smith, Director, VSmith@doc.gov,
(202) 482-0272

PROGRAM MANAGER: Mary O'Connor, MOConnor@doc.gov, (202) 482-2080