



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

MAR 11 2015

Employee Services

Mr. William E. Mann II, Chief
Staffing and Civilian Transition Programs Division
Department of Defense
Defense Civilian Personnel Advisory Service
4800 Mark Center Drive
Alexandria, VA 22350-1100

Dear Mr. Mann:

The U.S. Office of Personnel Management (OPM) has approved your January 30, 2015 request for a 10-year extension of the Department of the Army (Army) training agreement for Registered Nurses that expires March 31, 2015. This extension covers employees at the GS-5/7/9 levels in GS-610 series positions located at the Army Medical Command (MEDCOM) worldwide. This approval enables MEDCOM to promote up to twice at an accelerated pace, not to exceed the rate stipulated in 5 CFR 300.603(b) (6). This extension will expire on March 31, 2018.

You requested a 10-year extension of the accelerated training and promotion plan to assist in the projected shortage of nurses, coupled with the difficulties of recruiting registered nurses at the journeyman level. Approximately 20% of the current nursing positions may become vacant in the next 10 years; while the demand for nurses is expected to increase 19% from 2012-2022.

OPM finds this request is justified based on MEDCOM's continuing difficulty to recruit journey-level nurses. This program provides flexibility, along with the use of direct hire authority and pay incentives, and has proven to be invaluable and a viable solution for MEDCOM's long-term recruitment challenges by attracting candidates from the new graduate nurse group.

This letter is your authority to enter employees into the training program and to promote them in accordance with the provisions of the training agreements attached to your request. When making promotions effective under these agreements, the notation, "U.S. OPIV1 Special Training Agreement," followed by the date of this letter, must appear on the personnel action forms.

This authority modifies only the qualification standards for promotion and time-in-grade restrictions for employees under this program. MEDCOM must ensure its accelerated training and promotion program complies with merit system principles, and with laws and restrictions pertaining to training and promotion, including 5 U.S.C. chapter 41 and 5 CFR

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parts 300, 335 and 410. MEDCOM's continued use of the program over the next 10 years is subject to periodic OPM oversight.

We hope this authority is helpful in hiring and retaining well qualified employees for this important career field. If you have any questions, please feel free to contact Mr. Michael J. Mahoney, Manager, Hiring Policy, at (202) 606-1142, or by e-mail at mike.mahoney@opm.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kimberly A. Holden". The signature is fluid and cursive, with a large initial "K" and "A".

Kimberly A. Holden
Deputy Associate Director
Recruitment and Hiring