



# United States Department of the Interior

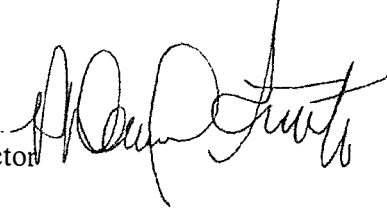
NATIONAL PARK SERVICE  
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MAY 15 2018

## Memorandum

To: All NPS Employees

From: Deputy Director  
Exercising the Authority of the Director 

Subject: Impacts on Temporary Seasonal Appointments

I want to call your attention to the attached memorandum that will change the way the National Park Service (NPS) has historically brought on seasonal employees on a non-competitive basis.

For the past five months, the National Park Service's Workforce and Inclusion directorate has worked with the Department of the Interior (DOI) and the U.S. Office of Personnel Management (OPM) to find a way to resolve differing interpretations of OPM's regulations on how the NPS has used non-competitive rehire authority to bring seasonal staff on board year after year. This is one part of the more than two-year effort to formally respond to OPM's audit of the NPS hiring and human resources practices.

OPM states that in order to qualify for non-competitive rehire eligibility, an employee must work no more than 1,039 hours (less than six months) at a single unit or multiple units combined within the NPS as a bureau, which is how OPM defines a major subdivision. The NPS had traditionally defined major subdivisions at the park level, and the DOI issued a personnel bulletin last year that defined major subdivisions at the regional level. Following multiple appeals, and notwithstanding how other federal agencies and departments bring back seasonal employees on a non-competitive basis, the NPS and the DOI must now move forward in using OPM's definition. This will be effective May 26, 2018, when the DOI will rescind its current personnel bulletin on this issue.

I know this news will come as a disappointment to many within the NPS. There will be impacts to some of our seasonal employees, people we rely on to make our parks better places for visitors during our busiest times. There will also be impacts to parks, which have used this authority to develop seasonal employees with deep experience and knowledge about the resources and on-the-ground needs for park operations. We will make the necessary operational changes in order to achieve our mission and be in full compliance with regulatory requirements.

I want you to know our staff in Washington worked tirelessly to come to a better resolution, but at the end of the day, this is what we have to do in order to comply with the OPM regulations and retain our delegated hiring authority.

I request your assistance and ask that you reach out to seasonal employees whom you know to ensure they are made aware of this change so they can make plans accordingly. For our seasonal employees who have exceeded their 1,039 hours, this means they will need to apply for positions they have held during many previous seasons. Through competitive selection, an employee is able to re-establish their non-competitive rehire eligibility in future years as long as they do not exceed 1,039 hours in a service year, as noted in the attached guidance. We want to be sure we can answer their questions and help them plan ahead.

The attached memorandum includes many additional details. The Associate Director for Workforce and Inclusion will continue to work with Servicing Human Resources Offices to ensure that this new guidance is issued and implemented consistently across the country.

We will continue to work to identify opportunities to use additional workforce flexibilities on behalf of employees in a manner consistent with the Secretary's priority of building a DOI workforce for the next 100 years. We will align these efforts with the goals of the President's Management Agenda to achieve agile operations and a 21st Century Workforce to better serve our visitors.

Thank you for the work you do every day on behalf of the National Park Service and the American people.

Attachment