

Agency Merit Staffing Review Checklist Senior Executive Service Positions	
<p>Pursuant to OPM's oversight authority under section 1104(b)(2) of title 5, United States Code and section 5.2 of title 5, Code of Federal regulations, agencies must seek OPM approval prior to appointing any current or former political appointee to a permanent non-political civil service position.</p> <p>Use this form when submitting a package for proposed appointment of a current or former political appointee to a position in the career Senior Executive Service (SES). It is important to identify and submit cases and corresponding documentation for OPM approval promptly prior to appointment, as failure to do so will necessitate review after an individual is appointed and may require corrective action.</p> <p>Please complete this form and submit items listed on the following page to PoliticalConversions@opm.gov, noting reasons for any items not available. OPM will acknowledge receipt, assignment, and acceptance of cases separately. Cases will be assigned to an evaluator then accepted once all information necessary to review the case is provided.</p> <p>This merit staffing review is required prior to submission to OPM's Qualifications Review Board (QRB). As such, submit this form and documentation BEFORE submitting the application package to OPM's QRB. If this review is favorable, your agency will be notified to submit the request to the QRB.</p> <p style="text-align: center;">Pre-Appointment Request Post-Appointment Request</p>	
Name of Proposed Selectee:	
Current Political Appointee	Former Political Appointee
Date First Appointed to Political Position in Current Agency (mm/dd/yyyy):	Dates of Most Recent Political Position (mm/dd/yyyy) Date Appointed: End Date:
Requesting Agency:	
Points of Contact (Name, Phone, and Email)	
Point of Contact – Submission Follow Up Questions	HR Specialist (if different) for Follow Up Questions
Proposed Appointment Information	
Position Title, Pay Plan, Series, Grade	
Appointing Authority (including citation)	Component/Office and Location
Rate of Basic Pay	Rate of Adjusted Pay (Including Locality)
Selecting Official Name, Title, Series, Grade, Career or Political Appointee	Contact Information (Phone and Email)
Recommending Official (if different) Name, Title, Series, Grade, Career or Political Appointee	Contact Information (Phone and Email)

Political Position Information	
Position Title, Pay Plan, Series, and Grade	
Appointing Authority (including citation)	Agency/Component/Office
Rate of Basic Pay	Rate of Adjusted Pay (Including Locality)
Interview and Panel Members (please also indicate if individual is no longer with the organization or agency)	
Name, Title, Series, Grade, Career or Political Appointee	Contact Information (Phone and Email)
Rating or Ranking Panel	
First Interview	
Second Interview	
ERB Members (if different)	
Additional description/comments, if needed:	

Attachment 3

OPM will conduct a thorough records review and interviews with agency officials associated with the decision-making process to determine adherence to merit system principles and confirm the action is free from political influence or any other improprieties.

1. **Agency Request Letter** - A dated cover letter signed by the agency Headquarters official certifying that the proposed action meets all merit and fitness requirements in 5 U.S.C. 2301 and 2302 and Civil Service Rules 4.2 and 7.1; and include authorization for MSAC ACE staff to access the agency's automated staffing system.
2. **Position Description (PD) for the Proposed Position** – Include a fully executed OF-8 or equivalent showing why and how the position was established.
3. **PD for the Political Position and Explanation of Relationship if Same Agency as Proposed Position** – Include a fully executed OF-8 or equivalent showing why and how the position was established.
 - a. Explain any relationship between the political position and proposed position:
4. **SF-50s** – Records showing the selectee's political appointment and, if applicable, resignation/termination SF-50 (request from the selectee or prior agency).
5. **Organizational Chart for the Proposed Position** – Identifying where the position resides within the agency.
6. **Organizational Chart for the Political Position if Same Agency as Proposed Position** – Identifying where the position resides(d) within the agency.
 - a. **Explain the disposition of the political position**, if vacated, or plans for the political position should the selection be approved:
7. **Relationship Disclosure** – A statement disclosing any personal or professional relationship between anyone involved in the hiring process (the recommending and selecting officials, those in the reporting chain, those on the Executive Resources Board, those on rating or interview panels) and the proposed selectee. Provide as separate document or provide statements here:
8. **Agency Policy for SES Merit Staffing**
9. **Recruitment sources and outreach methods** –
 - a. Describe the hiring process used to fill this position (include any recruitment actions taken both prior to and after the job opportunity announcement(s) were published on the USAJOBS website, if applicable:)
 - b. How did proposed selectee learn about this vacancy?
 - c. Are there related recruitment actions or requests and job opportunity announcements associated with this recruitment (e.g., position advertised previously but not filled?)

Attachment 3

10. **Case File** – The complete case file, to include electronic copies of the following documents, submitted to PoliticalConversions@opm.gov. If your agency would like to submit documents using the secure portal, contact PoliticalConversions@opm.gov for access.

- a. The job opportunity announcement(s) published on the USAJOBS website
- b. Crediting plan for rating/ranking qualified candidates
- c. Mandatory technical qualifications
- d. Complete application packages from all applicants (e.g., resumes)
- e. Panel member rating/ranking interview score sheets
- f. The certificate of eligibles issued to the selecting official and the completed certificate of eligibles documenting the tentative selection
- g. Documentation of any declinations
- h. Documentation of any job offer correspondence, to include salary determination, if applicable
- i. Agency correspondence with applicants

11. **Interview/Selection Process** – Documentation of the full interview and selection process, including:

- a. Description of interview process
- b. Copies of interview questions
- c. Interview panel notes
- d. Date(s) of interviews:

e. Names of all candidates interviewed:

12. Agency Executive Resources Board documentation, to include written recommendations on eligible candidates and identified best qualified candidates and appointing authority written certification of technical and executive core qualifications for the position.