

Land Management Workforce Flexibility Act

Important Note: Under the Area of Consideration for the identified ENGSRFF GS-4/5, IHCHCRW GS-4/5, HTKSRFF GS4/5, AIRTANK GS-5 and SMKJMPR GS-5/6 Merit announcements, Region 1 will be including the Land Management Workforce Flexibility Act (LMWFA) for eligible applicants. So, along with Forest Service-wide applicants already in career or career-conditional appointments, temporary employees who meet the LMWFA eligibility requirements may also apply to the merit announcement. For this Act, a time-limited competitive appointment is either a temporary appointment or a term appointment defined as:

- Temporary Appointment is a competitive nonpermanent appointment for a period not to exceed 1-year (may be extended up to a maximum of 1 additional year for a total of 24 months of service). This includes 1039 appointments.
- Term Appointment is a competitive nonpermanent appointment for a period of more than 1-year but not more than 4 years.
- *Excepted service temporary appointments do not count toward eligibility for this Act.*

Eligibility Criteria:

- Appointed to the initial time-limited appointment under open, competitive examination (e.g., OPM competitive list of eligible, Demonstration Project Authority, Delegated Examining, etc.); and
- Must have served in the specific land management agency/agencies under 1 or more time-limited appointment(s) for more than 24 months (without a break in service of two or more years); and
- Performance was at an acceptable level throughout the (more than) 24 months of employment; and
- Most recent separation was for reasons other than misconduct or performance

Applicants MUST provide the following to prove eligibility:

Documentation of Service Time eligibility: Copies of their Notification of Personnel Action(s) (SF-50s) showing the employee has served in appropriate appointment(s) for a period/periods that total more than 24 months **without** a break in service of two or more years. (Include initial hire actions, extensions, conversions and termination/separation SF-50s for each period of work). *Failure to provide proper documentation in order to determine eligibility may result in the applicant being not LMWFA Eligible.*

Land Management Agencies are defined as:

- **USDA:**
 - Forest Service
- **Department of Interior agencies:**
 - Bureau of Land Management
 - National Park Service
 - Fish and Wildlife Service
 - Bureau of Indian Affairs
 - Bureau of Reclamation