

CHAPTER 1. GENERAL PROVISIONS

1.1 INTRODUCTION

In our continued effort to educate, retain and provide opportunities for our employees, we have developed a Rotational Assignment Program (RAP) Pilot which will benefit our employees and the Department as a whole. In this economic environment which promotes “do more with less”, we must look to expanding the knowledge base of our current employees, while providing opportunities for their growth and development. This program will provide program offices with flexibility in utilizing HUD employees to work on special projects, initiatives and filling temporary gaps in resources, as needed. This program is ideal for the lapse of time between a position being vacated and the advertisement and the selection process. In this context, it will allow HUD employees to develop as they will learn more about other programs and offices, increase their knowledge base of the Department and add to their skill set. This serves as a dual advantage by providing developmental opportunities to our employees, while providing program offices with assistance while filling gaps in resources. While all applicants will be considered for vacant positions, participation in the RAP Pilot program does not imply or allow “pre-selection” under any circumstances. All candidates will be evaluated in line with their qualifications and the scoring process associated with the vacant position.

Participation in this program is not an employee entitlement, and how work is accomplished in an office is always a management decision. However, the Department encourages and fully supports the use of this program and management’s efforts to utilize this flexibility tool in a way that it enhances the work of the Department and benefits the career development of its employees. Participation in this program alone does not necessarily qualify employees for positions outside of their field. Additionally, as with any policy, not every provision or situation can be addressed in this document. Managers and supervisors, as well as employees, will have to exercise good judgment in applying this policy.

This is a one-year Pilot. During the year, we will closely monitor all aspects of the pilot. At the end of the year, we will analyze feedback from the participants, Host Supervisors, and Home Supervisors to determine the effectiveness of the program.

1.2 PURPOSE

This document provides policy and procedures involving the details of employees under RAP, which is a career developmental program in which an employee temporarily rotates to an office to support special tasks or projects or to temporarily fill a vacant position. As described within this document, the purpose of this program is to enhance and develop the knowledge, skills and abilities of our employees by educating them in other programs and different types of work in order to facilitate development and growth of our workforce. If an office is experiencing a shortage in a particular competency or is in need of extra support in order to produce a specific product or provide a specific service, this program may be used as a tool to temporarily increase that office’s capacity as long as the learning and development of the employee remains an objective of the assignment.

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Office of Support Services/Policy & Oversight Division
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1.3 REFERENCES

- 5 USC 3341 – Details; within Executive or Military Departments
- 5 USC 4109 – Expenses of Training
- 5 USC 4118 – (Training) Regulations
- 5 CFR 300.301 – (Detail) Authority
- 5 CFR 410.203 – Assessing Organizational, Occupational, and Individual Needs

1.4 ELIGIBILITY

1. This policy is applicable to all HUD General Schedule (GS) employees within the Department that are not in a training position or program, (e.g., Presidential Management Fellowship Program, Upward Mobility Program, Emerging Professionals program, etc.), who have been rated “fully successful” or higher on their most recent performance appraisal.
 - a. Employees in the excepted service under Schedule A, B or a Veterans Recruitment Appointment may be detailed to competitive service positions.
 - b. Employees in other excepted service positions may **not** be detailed to competitive service positions.
 - c. Competitive service employees may be detailed to excepted service positions.
2. Senior Executive Service (SES) and Senior-Level (SL) employees are exempt from this program.
3. Summer Interns under the “Student Educational Employment Program” are *ineligible* to participate in this program.
4. Contractors, employees detailed from other Federal agencies, and employees on Intergovernmental Personnel Act (IPA) assignments are *ineligible* to participate in this program.

1.5 DEFINITIONS

Rotational Assignment: For the sole use of this policy, a rotational assignment is a detail to another position or work to broaden the employee’s knowledge of different operations and working environments. Temporary assignments in this program are typically for 60 to 120 calendar days.

Organization: For the purpose of this policy an organization is defined as an office, division, or branch within or outside of a Program Office (e.g., Public and Indian Housing, Office of the Chief Information Officer, Field Program Management, etc.).

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Host Organization: This is the organization where the employee is performing the rotational assignment.

Host Coach: A Host Coach is responsible for providing support and technical assistance to the RAP participant while he/she is on rotation. Coaches provide on-the-job-training and shadowing opportunities to the participant to help them learn key aspects of tasks and/or projects. Coaches also provide feedback to the Host Supervisors and, if appropriate, to the employees regarding developmental progress and recommended improvements.

Home Organization: The organization where the employee's permanent position of record is located.

1 and 2 Grade Interval Series:

- A 2-grade interval series is that of typically a Specialist or Analyst in series such as 0301, 0343, 1101, etc. In these series, the grades jump in 2-grade intervals such as a GS-9 to a GS-11. However, these positions from the GS-11 grade level to the GS-15 level jump only 1-grade level, but the series is still considered a 2-grade interval series.
- A 1-grade interval series is that of a clerical, technical or assistant series such as 0344, 0203, 0261, etc. In these series, the grades do not jump, but go in sequence, i.e., GS-5, 6, 7, etc.

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CHAPTER 2. ROLES AND RESPONSIBILITIES

- 2.1** The Assistant Secretary for Administration and/or the Chief Human Capital Officer or designee is responsible for the administration of this policy. Approval to deviate from this policy must be obtained from the Assistant Secretary for Administration and/or the Chief Human Capital Officer or designee.
- 2.2** The Chief Learning Officer (CLO) or designee will designate a HUD Rotational Assignment Program Manager who will:
1. Ensure that this policy is implemented consistently throughout HUD and is communicated to management.
 2. Review and evaluate individual requests from the Program Office to ensure they meet all of the requirements of this Handbook.
 3. Maintain the RAP website.
 4. Review applications and ensure criteria are met and determine the eligibility of candidates.
 5. Prepare a listing of candidates and forward to the Host Organization.
 6. Upon selection, obtain approval from the Home Organization and coordinate an effective and not-to-exceed date for the rotational assignment.
 7. Notify the employee and advise the Host Organization to enter a HIRTS request, if the assignment will exceed 30 days for inclusion in the employee's electronic Official Personnel File (eOPF).
 8. Maintain records and reports of all activity associated with this program.
- 2.3** The Director, Recruitment and Staffing Division or designee will:
1. Assist in the marketing of this program by ensuring managers are aware of this option when temporary or permanent resources are needed.
 2. Assist the HUD Rotational Assignment Program Manager in determining RAP applicant eligibility, as requested.
 3. Review the HIRTS requests to ensure there is no violation of the requirements stipulated in this policy, the Merit Staffing Handbook or the AFGE and NFFE Bargaining Unit Agreements.
 4. Ensure the assignment is properly included in the employee's eOPF, if appropriate.

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- 2.4** The Assistant Secretary (AS) or General Deputy Assistant Secretary (GDAS) of each Program Area (Housing, Public and Indian Housing, Community Planning and Development, Office of the Chief Financial Officer, etc.) is responsible for encouraging appropriate use of this program by his/her managers in the various Regional and Field Offices and for monitoring its use for consistency with the Program Area's human capital strategies, strategic plans and organizational goals.
- 2.5.** The Host Organization selecting official and/or Host Supervisor will be responsible for the RAP within their office. This includes, but is not limited to:
1. Submitting the appropriate information on the RAP website for the advertisement of any rotational assignment, including a statement of work, if required.
 2. Promptly reviewing applications and, if desired, conducting interviews.
 3. Ensuring the employee has adequate work space and the tools necessary to perform the duties of the assignment.
 4. Submitting a HIRTS action for details over 30 days and preparing performance plans for details expected to last 90 days or longer.
 5. Ensuring sufficient work is available and the employee is assigned and performing work as described in the position description or the statement of work.
 6. Ensuring appropriate training to perform the duties of the assignment is provided.
 7. Assigning a Host Coach to provide technical assistance and support to the employee.
 8. Providing guidance and oversight of the employee.
 9. Providing feedback of the employee's performance to the employee's supervisor of record and the HUD Rotational Assignment Program Manager. More information may be found in Chapter 5 of this Handbook.
- 2.6** The Home Organization:
1. Is encouraged to allow employees to participate in this program if feasible.
 2. May utilize this program to obtain needed support while their employees are participating in this program.
 3. Will take into consideration feedback provided by a Host Organization for a participant's performance appraisal. More information may be found in Chapter 5 of this Handbook.

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2.7 Employees are:

1. Encouraged to discuss their interest in applying for the RAP with their supervisor, as approval will be required.
2. Responsible for seeking RAP opportunities to enhance their skill level or contribute their talent or technical expertise to meet current Departmental needs.
3. Required to provide all required documentation in applying for the RAP.
4. Required to perform assignments to the best of their ability and to conduct themselves in a professional manner.

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CHAPTER 3. PROGRAM REQUIREMENTS

3.1 TYPE OF WORK AND ASSIGNMENTS

Work assignments/positions should be meaningful and provide an opportunity for the employee to learn new or different skills and increase their knowledge and skills. The experience should provide insight into the overall agency program and enhance the employee's competencies.

As stated previously, the assignment may be to a vacant position, a position for which the duties have not yet been classified (unclassified duties) or to perform short term special projects. However, if the assignment is one of unclassified duties or a short-term special project or initiative, a "Statement of Work" must be prepared. This statement should include:

- **Purpose:** Why are we doing this project?
- **Scope of Work:** This describes the type of work that needs to be performed.
- **Specific Duties and Responsibilities.** This does not need to be an all-inclusive list, but should give insight to the type of duties that will be required.

3.2 LENGTH AND PROVISIONS OF ASSIGNMENTS

1. Rotations (details) may range from 60 – 120 days.
2. Rotations to higher graded positions or positions with known promotion potential than the employee holds may **not** exceed 30 days under any circumstances.
3. Rotations to the same grade or unclassified duties may be extended by mutual agreement of all the parties, not to exceed a total of 120 days under this program.
4. Rotations may be terminated at any time, for any reason by the Host or Home Organization.

3.3 QUALIFICATION REQUIREMENTS

1. While an employee does not have to be qualified for a rotational assignment to a position based on OPM qualification standards, the following is prohibited:
 - a. An employee cannot be placed in a different interval series.
 - b. The employee may not be placed in a position which has a positive education requirement, for which they do not possess the educational requirement.

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- c. An employee may not be placed in a position more than 1 grade level above their position of record, nor can they be placed in a position more than 1 grade level lower than their position of record.
2. The assignments given under this program should include challenging and rewarding work, which will enhance the employee's knowledge and skills. However, the assignments must be at a level that the employee can master the knowledge, skills and abilities to successfully perform the assignment.

3.4 EMPLOYEE AND WORK LOCATION

1. Rotational assignments are limited to the duty station of the employee.
 - a. In rare and unusual circumstances, the Host Organization may request to broaden their search, with the approval of the Assistant Secretary or General Deputy Secretary and will bear all expenses for travel and per diem. Such approval must be submitted to the CLO or designee in the form of a justification.
2. In situations where the nature of the work may be performed from a remote location, it is permissible to allow an employee to remain in their duty station. However, the following should be considered:
 - a. Supervisory Controls
 - b. Work Space
 - i. Should the employee's Home Organization plan to temporarily fill the position of the employee, they must be able to accommodate both employees.
 - ii. Under these circumstances, caution must be exercised to ensure the RAP employee is completely freed from the duties of his/her position of record.
3. Under normal circumstances, the employee should be working from a workstation located in the Host Organization's space during the rotation. The Host Organization is responsible for ensuring the employee has adequate work space and the tools necessary to perform the duties of the assignment.

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CHAPTER 4. PROGRAM ADMINISTRATION

4.1 REQUESTS, APPLICATION AND DOCUMENTATION PROCEDURES

1. Upon determining to utilize the RAP, the Host Organization will prepare an advertisement, utilizing the templates on the RAP website. This information will include:
 - a. The title, series and grade of the position or identify the special project or assignment.
 - b. A brief synopsis of the types of duties to be performed.
 - c. The skills set being sought.
 - d. Length of the assignment.
 - e. The opening and closing dates of the announcement.
 1. The selecting official may choose to keep the announcement open until a selection is made and may review applications intermittently until a selection is made.
 2. The announcement may be cancelled at any time.
2. Employees interested in the advertised RAP opportunity will be required to electronically submit an application and other required documentation. Information must be complete or the application may not be considered

4.2 SELECTION PROCESS

All candidates will be considered without discrimination for any non-merit reason, such as race, color, religion, gender, age, national origin, veteran status, lawful political affiliation, sexual orientation, marital status, disability (if not a job factor), or membership or non-membership in an employee organization.

1. The CLO or designee will review the applications to ensure employees' eligibility.
 - a. Any questionable applications will be referred to the Director, Recruitment and Staffing Division or designee for a determination.
2. Applications will be forwarded to the selecting official in the Host Organization for consideration.
3. While interviewing is not required, the selecting official is encouraged to interview those candidates who possess the skill set that is most suitable for the assignment. Not all applicants

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must be interviewed. Once a selection is made, the selecting official will contact HUD LEARN who will:

- a. Notify the employee (who will complete SF-182 and submit to supervisor).
- b. Set up a meeting between the Host office and the employee.
- c. Ensure the RAP Agreement is properly completed and executed.

4.3 DOCUMENTATION REQUIRED

1. Prior to starting the assignment, the hosting organization and selectee will meet to generate a RAP Agreement documenting the objectives of the assignment and the developmental activities that will be performed to meet the developmental objectives.
2. The RAP Agreement must be signed by the employee, the employee's Home Supervisor, the Host Supervisor; and HUD Rotational Assignment Program Manager (OCHCO).

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CHAPTER 5. ADMINSTRATIVE INFORMATION

5.1 SALARY AND BENEFITS

This is a developmental program, and as such the rotating employee's salary and benefits will continue to be paid by the Home Organization as permitted by 5 U.S.C. 4109(a).

5.2 WEB T&A and LEAVE

1. The employee should continue to record leave on the HUD Web T&A system, to be approved by the Home Supervisor (official supervisor of record).
2. Leave requests should be coordinated with both the Host and Home Supervisor. Upon concurrence of both, the employee will submit the leave request, which will be approved in the WEB T&A system by the Home Supervisor.
 - a. The employee is responsible for contacting both the Home and Host Supervisors when requesting unscheduled leave, such as sick leave.

5.3 HOURS OF DUTY

1. Each office has different needs and schedules. While supervisors are encouraged to exercise as much flexibility as possible, work schedules are at the discretion of the Host Supervisor. RAP applicants are encouraged to discuss this with the Host Supervisor, prior to accepting the rotation.

5.4 TELEWORK

1. Employees **currently under a telework agreement** may have to suspend some or all of their participation while in this developmental program. In compliance with the Telework Policy, HUD Handbook 625.1, employees in training positions may only telework 1 day per week providing:
 - a. The Host Supervisor has approved the telework day.
 - b. The Host Program Office Assistant Secretary (or equivalent) has approved the telework day.
 - c. The employee reports to the office a minimum of 4 days per week.
 1. If the employee is on a compressed work schedule, adjustments may be needed to ensure the employee reports to the office a minimum of 4 days per week.

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- d. The telework program does not impede the progression or the ability for the employee to complete all of the requirements of his/her training program.
2. Exceptions to the above stipulations may be made at the discretion of the Host Supervisor for emergency/situational telework in cases where the “Telework Option” is declared due to inclement weather. Additionally, if the office is **closed** due to inclement weather or other emergency situation, and if it is feasible and there is work that can be done from the remote location, the employee is required to work, even if it is not a scheduled telework day.
3. Employees that do not currently work under a telework agreement may not telework for any period (even the 1 day). A HOST supervisor does not have the authority to approve a telework agreement, even for the period of the rotation.
 - a. If the Host Supervisor and the Host Assistant Secretary agree to allow telework, the Telework Agreement must be completed and **APPROVED** by the Home Supervisor.

5.5 PERFORMANCE APPRAISALS

1. Employees must receive performance plans for details and/or other temporary assignments which are expected to last at least 90 days. Written performance plans must be communicated within the first 30 days of the detail or temporary assignment or as soon as possible after the beginning of the detail or temporary assignment.
2. Employees who have spent at least 90 days in their permanent position are rated on each critical element for their permanent position by their permanent supervisor. Employees who have spent at least 90 days on a detail or other temporary assignment are rated on each critical element established for the detail or temporary assignment by the temporary supervisor. (This procedure assumes that the employees have worked under a performance plan for the minimum time.)
3. The permanent supervisor receives all element ratings, converts them to a summary rating, and then follows normal rating procedures. [Note: The ePerformance system will automatically calculate the summary rating based on the ratings assigned each critical element]. There is one exception which occurs when a temporary supervisor:
 - i. Has supervised the employee for at least 90 days (with the employee working under elements and standards for the minimum time); and
 - ii. Is still supervising the employee at rating time.

In this situation, it is the current temporary supervisor who receives all of the element ratings and converts them to a summary rating, and then follows normal rating procedures.

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CHAPTER 6. PROGRAM COMPLETION

6.1 CLOSE OUT AND EVALUATION OF ASSIGNMENT

As each rotational assignment is successfully completed, it will be recorded in the employee's learning history (transcript) in the HUD Virtual University (HVU). This information will also be exported to OPM's central database of training completions for all federal employees. Required data fields from the SF-182 must be recorded in HVU in order to export the data to OPM.

In addition, two weeks prior to the end date of the rotation, the Host Supervisor shall meet with the participant to discuss their performance during the developmental assignment. If the assignment is for 30 days, this could occur 3 to 5 days prior to the end of the assignment. Both the participant and the Host Supervisor are required to complete an evaluation of the assignment.

6.2 ACCOUNTABILITY AND OVERSIGHT INTERNAL CONTROLS:

As deemed necessary, the Strategic Planning and Accountability Branch will conduct reviews/audits of activities within OCHCO.

The CLO and the HUD Rotational Assignment Program Manager must ensure required documentation is properly maintained and available for any subsequent audits/reviews from within or outside of the Department.

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