

GAO

Fact Sheet for the Chairman, Committee
on Post Office and Civil Service, House of
Representatives

June 1989

FEDERAL
EMPLOYEES

Appointees Converted
to Career Positions,
January and February
1989



545700 138985



United States
General Accounting Office
Washington, D.C. 20548

General Government Division

B-229408

June 13, 1989

The Honorable William D. Ford
Chairman, Committee on Post
Office and Civil Service
House of Representatives

Dear Mr. Chairman:

Your February 10, 1987, letter forwarded a request by the former Chairwoman, Subcommittee on Civil Service, that we review the conversion of noncareer appointees to career positions. In subsequent discussions with the Subcommittee, we agreed to request information from 60 executive branch departments and agencies on conversions for the period January 1, 1987, through February 28, 1989. We also agreed that conversions would include appointments of employees to career positions of any grade from noncareer GS-12 positions or above, including the Senior Executive Service (SES).

The Subcommittee requested that we provide summary statistical information on conversions reported to us as occurring during the 9-month period ending September 30, 1987, and provide quarterly reports thereafter. In six previous fact sheets, we reported on conversions for the period January 1, 1987, through December 31, 1988. We also reported on the completeness of information on conversions of certain types of noncareer appointees reported to us by 10 agencies for the period January 1, 1987, through June 30, 1988. These fact sheets are listed on page 30. This final fact sheet covers conversions during the period January 1, 1989, through February 28, 1989.

APPROACH

As agreed with the Subcommittee, we asked the agencies to provide information on conversions each month of all noncareer employees, including Schedule C, noncareer SES, noncareer executive assignment, limited term, limited emergency, and temporary, including consultant or expert. We also asked agencies for information on persons who received career appointments on the basis of employment in

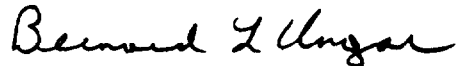
prior periods, are shown in appendixes II through V. Appendixes VI and VII provide cumulative information for January 1, 1987, through February 28, 1989.

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As arranged with the Subcommittee, we plan no further distribution of this fact sheet until 30 days after the date of issuance, unless you publicly announce its contents earlier. At that time, we will send it to interested parties and make copies available to others upon request.

If you have any questions regarding this report, please contact me on (202) 275-5074. The major contributors to this fact sheet are listed in appendix VIII.

Sincerely yours,



Bernard L. Ungar
Director, Federal Human Resource
Management Issues

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ABBREVIATIONS

SES Senior Executive Serv

Definitions of Career and Noncareer Appointments¹

- | | |
|------------------------------------|---|
| Career | -- A permanent appointment in the competitive service for which the appointee is either in career-conditional status or has met the service requirements for career tenure and has competitive status. The competitive service includes all civilian positions in the federal government that are not specifically excepted from civil service laws by statute, the President, or the Office of Personnel Management. |
| Consultant or Expert | -- A consultant receives a temporary or intermittent appointment in the excepted service to a position with advisory, rather than operational, responsibilities. A similar appointment is made to an expert but he or she can do operational duties. The excepted service consists of those positions that are not in the competitive service. |
| Foreign Assistance Act Appointment | -- An appointment in the excepted service that the President deems necessary to carry out the provisions and purposes of the Foreign Assistance Act of 1961. |
| Limited Term or Limited Emergency | -- A nonrenewable SES appointment of an individual who does not meet the conditions for a career appointment and who generally does not intend to remain in government. A limited term appointee serves up to 36 months, and a limited emergency appointee serves up to 18 months. |
| Noncareer Executive Assignment | -- Appointment to a position of an employee who will (1) be deeply involved in the advocacy of Administration programs and support of the controversial aspects of those programs, (2) participate |

¹Not all of the categories of appointments in this appendix are mutually exclusive. However, for purposes of this fact sheet, each conversion is categorized under only one type of appointment.

significantly in the determination of major political policies of the Administration, or (3) serve principally as personal assistant to or advisor of a Presidential appointee or other key political figure.

- Noncareer SES -- A noncompetitive appointment to a position above GS-15 serving at the pleasure of the appointing authority and not meeting the conditions for a career or limited term appointment.
- Ramspeck Act Appointment -- Appointment of a person who has served at least 3 years in the legislative branch in a position in which he or she was paid by the Secretary of the Senate or the Clerk of the House of Representatives, or for at least 4 years as a secretary or law clerk, or both, in the judicial branch; is separated involuntarily and without prejudice from the legislative or judicial branch; meets applicable qualification requirements for the position; and is appointed within 1 year from the date of his or her separation from the legislative or judicial branch. By appointment to a competitive position under the Ramspeck Act, a person becomes a career employee.
- Schedule A -- Appointment to a position at GS-15 or below in the excepted service that is not of a confidential or policymaking nature and for which it is not practicable to hold any examination.
- Schedule B -- Appointment to a position at GS-15 or below in the excepted service that is not of a confidential or policymaking nature and for which it is not practicable to hold a competitive examination.
- Schedule C -- Appointment of a person to a position at GS-15 or below that is excepted from competitive appointment procedures because of the appointee's policymaking role or confidential working relationship with the agency head or top appointed officials.

Statutory
Noncareer
Appointment

- Appointment excepted from civil service rules and regulations by a statute. This includes the Peace Corps Act; Foreign Service Act of 1946; Public Health Service Act; General Education Provisions Act, as amended; Education of the Handicapped Act, as amended; Higher Education Act of 1965, as amended; General Accounting Office Personnel Act of 1980; Small Business Act, as amended; Communications Act of 1934; Federal Fire Prevention and Control Act of 1974; and the Safe Drinking Water Amendments of 1977.

Temporary

- A nonstatus appointment in either the competitive or excepted service for a specified period.

White House
Service
Appointment

- Appointment of a person who has served at least 2 years in the immediate Office of the President or on the White House staff, is appointed without a break in service of a full work day, and meets applicable qualification requirements for the position.

Noncareer Appointees Converted to Career Positions
as Reported by the Agencies
January 1, 1989 - February 28, 1989a

Department or agency	Noncareer appointments													Competitive appointments
	Expert or consultant	Foreign Assistance Act	Limited term or limited emergency	Non-career executive assignment	Non-career SES	Ram-speck Act	Sched-ule A	Sched-ule B	Sched-ule C	Statutory non-career	Temporary	White House service	Total appointments ^b	
Commerce					1		5	1			4		11	11
Defense	1		1								1		3	3
Education									2	3		1	6	5
Health and Human Services	12		1		1	1			1	6	6		28	25
Housing and Urban Development									1				1	1
Interior					2	2			2				6	4
Justice							1						1	0
Transportation						1					2	1	4	2
Environmental Protection Agency										1	1		2	2
Federal Deposit Insurance Corporation							3				1		4	4
Federal Emergency Management Agency	1									4			5	5
Federal Home Loan Bank Board											1		1	1
National Credit Union Administration							1						1	1
Nuclear Regulatory Commission					1								1	1
Small Business Administration						2			3		1		6	4
U.S. Arms Control and Disarmament Agency									1		1		2	2
Total	14	0	2	0	5	6	10	2	9	14	18	2	82	71

^a Includes 30 conversions that occurred during the previous reporting periods (Jan. 1, 1987 - Dec. 31, 1988) but were included with agency reports for this period.

^b Total includes both competitive and noncompetitive appointments.

Number of Noncareer Appointees Converted to Career Positions
and Number of Agencies That Converted Employees
by Type of Prior Appointment
January 1, 1989 - February 28, 1989

<u>Type of noncareer appointment</u>	<u>Number of conversions^a</u>	<u>Number of agencies converting this type</u>
Temporary	18	9
Statutory Noncareer	14	4
Expert/Consultant	14	3
Schedule A	10	4
Schedule C	9	5
Ramspeck Act	6	4
Noncareer SES	5	4
Schedule B	2	2
Limited Term/ Limited Emergency	2	2
White House Service	<u>2</u>	2
Total	<u>82</u>	16 ^b

^aIncludes 30 conversions that occurred in earlier periods--9 temporary, 9 expert/consultant, 6 statutory noncareer, 3 Schedule A, 1 Ramspeck, 1 noncareer SES, and 1 limited term.

^bThis number represents the total number of agencies that reported conversions of noncareer appointees to career positions.

Agencies Reporting No Conversions
January 1, 1989 - February 28, 1989

Department of Agriculture	General Services Administration
Department of Energy	Inter-American Foundation
Department of Labor	Interstate Commerce Commission
Department of State	Merit Systems Protection Board
Department of the Treasury	National Aeronautics and Space Administration
Department of Veterans Affairs	National Archives & Records Administration
ACTION	National Capital Planning Commission
Administrative Conference of the United States	National Endowment for the Arts
African Development Foundation	National Endowment for the Humanities
Agency for International Development	National Labor Relations Board
Appalachian Regional Commission	National Mediation Board
Board for International Broadcasting	National Science Foundation
Commission on Civil Rights	National Transportation Safety Board
Commission of Fine Arts	Occupational Safety and Health Review Commission
Commodity Futures Trading Commission	Office of Personnel Management
Consumer Product Safety Commission	Pension Benefit Guaranty Corporation
Equal Employment Opportunity Commission	Railroad Retirement Board
Export-Import Bank of the United States	Securities and Exchange Commission
Farm Credit Administration	Selective Service System
Federal Communications Commission	United States Information Agency
Federal Labor Relations Authority	United States International Trade Commission
Federal Maritime Commission	
Federal Trade Commission	

Noncareer Appointees Converted to Career Positions by Agency
January 1, 1989 - February 28, 1989

DEPARTMENT OF COMMERCE

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Mathematician ZP-1520-IV/2 GS-14/2 equivalent pay	yes	Mathematician GS-1520-13/01	Schedule A ^a
Research Chemist ZP-1320-III/2 GS-12/4 equivalent pay	yes	Research Chemist ZP-1320 III/2 GS-12/4 equivalent pay	Temporary
Physicist ZP-1310-III/2 GS-12/5 equivalent pay	yes	Physicist ZP-1310-III/1 GS-12/2 equivalent pay	Schedule A ^a
Research Chemist ZP-1320-III/2 GS-12/4 equivalent pay	yes	Research Chemist ZP-1320, III/1 GS-12/2 equivalent pay	Temporary ^a
Examiner-in-Chief AD-1222 GS-16/5 equivalent pay	yes	Examiner-in-Chief SR-1222 GS-16/5 equivalent pay	Noncareer SES
Mechanical Engineer ZP-830-III/3 GS-13/5 equivalent pay	yes	Mechanical Engineer ZP-830-III/3 GS-13/5 equivalent pay	Temporary ^a
Physicist ZP-1310-III/2 GS-12/4 equivalent pay	yes	Physicist ZP-1310-III/1 GS-12/3 equivalent pay	Schedule A
Information Services Specialist GS-301-12/2	yes	Community Services Specialist GS-301-12/1	Schedule B

DEPARTMENT OF COMMERCE (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Physical Scientist ZP-1301-III/2 GS-12/5 equivalent pay	yes	Physical Scientist ZP-1301-III/2 GS-12/5 equivalent pay	Temporary ^a
Physicist ZP-1310-III/1 GS-12/3 equivalent pay	yes	Physicist ZP-1310-III/1 GS-12/2 equivalent pay	Schedule A
Research Chemist ZP-1320-III/2 GS-12/4 equivalent pay	yes	Chemist ZP-1320-III/1 GS-12/4 equivalent pay	Schedule A ^a

DEPARTMENT OF DEFENSE

Contract Negotiator GS-1102-12/10	yes	Contract Negotiator GS-1102-12/10	Temporary
Supervisory Munitions Export Analyst GM-301-15 GS-15/1 equivalent pay	yes	Consultant EF-301 GS-15/4 equivalent pay	Consultant
Senior Transportation Advisor ES-2130-4 GS-16/6 equivalent pay	yes	Senior Transportation Advisor ES-2130-3 GS-16/5 equivalent pay	Limited Term

DEPARTMENT OF EDUCATION

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Family & Pupil Rights Program Specialist GS-301-12/2	yes	Staff Assistant to the Deputy Under Secretary for Management GS-301-12/2	Schedule C
Education Program Specialist GM-1720-13 GS-13/1 equivalent pay	yes	Education Program Specialist AD-1720 GS-12/2 equivalent pay	Education of the Handi- capped Act, as amended ^b
Education Program Specialist GM-1720-13 GS-13/4 equivalent pay	yes	Education Program Specialist AD-1720 GS-13/4 equivalent pay	Education of the Handi- capped Act, as amended ^b
Senior Program Coordinator GM-301-15 GS-15/5 equivalent pay	no	Special Assistant to the President for Inter- governmental Affairs GS-15/5 equivalent pay	White House Service
Science Education Program Officer GM-1701-14 GS-14/10 equivalent pay	yes	Science Education Program Officer AD-1701 GS-15/4 equivalent pay	Higher Edu- cation Act of 1965, as amended ^b
Supervisory Management Analyst GM-343-14 GS-14/5 equivalent pay	yes	Special Assis- tant to the Comptroller GM-301-14 GS-14/5 equivalent pay	Schedule C

DEPARTMENT OF HEALTH AND HUMAN SERVICES

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Research Biologist GS-1320-14/2	yes	Expert EE-401 GS-14/1 equivalent pay	Expert
Supervisory Medical Officer (General) GM-602-15, GS-17/1 equivalent pay ^c	yes	Expert EE-602 GS-16/5 equivalent pay	Expert ^a
Medical Officer (Public Health) GM-602-14, GS-16/3 equivalent pay ^c	yes	Expert EE-602 GS-16/5 equivalent pay	Expert ^a
Supervisory Medical Officer GM-602-14 GS-14/6 equivalent pay ^c	yes	Senior Staff Fellow AD-602 GS-13/5 equivalent pay	Public Health Service Act ^b
Medical Officer (Neurology) GM-602-14 GS-14/6 equivalent pay ^c	yes	Senior Staff Fellow AD-602 GS-12/4 equivalent pay	Temporary ^a
Special Assistant to the Administrator GM-301-15 GS-15/9 equivalent pay	no	Special Expert EE-101 GS-16/3 equivalent pay	Expert ^a

DEPARTMENT OF HEALTH AND HUMAN SERVICES (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Medical Officer (Internal Medicine) GS-602-14/3 GS-15/2 equivalent pay ^c	yes	Expert EE-602 GS-14/3 equivalent pay	Expert ^a
Medical Officer (Internal Medicine) GS-602-14/3 GS-15/2 equivalent pay ^c	yes	Expert EE-602 GS-14/6 equivalent pay	Expert ^a
Public Health Advisor GS-685-13/2	no	Special Assistant to a Member of Congress GS-13/1 equivalent pay	Ramspeck ^a
Pharmacologist GM-405-13 GS-14/4 equivalent pay	yes	Expert EE-405 GS-14/4 equivalent pay	Expert ^a
Public Affairs Specialist GS-1035-13/2	yes	Confidential Assistant to the Associate Administrator for External Affairs GS-1035-13/2	Schedule C
Medical Officer (Research) GM-602-13 GS-14/4 equivalent pay ^c	yes	Senior Staff Fellow AD-602 GS-13/4 equivalent pay	Public Health Service Act ^{a, b}

DEPARTMENT OF HEALTH AND HUMAN SERVICES (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Computer Systems Analyst GM-334-14 GS-14/10 equivalent pay	no	Expert ES-334 GS-16/4 equivalent pay	Expert ^a
Animal Scientist GS-487-13/1	yes	Staff Fellow AD-487 GS-12/2 equivalent pay	Public Health Service Act ^b
Epidemiologist GS-601-13/5	yes	Senior Staff Fellow AD-1520 GS-13/4 equivalent pay	Public Health Service Act ^{a, b}
Biologist GS-401-12/1	yes	Nurse Consultant GS-610-12/1 GS-12/5 equivalent pay ^c	Temporary ^a
Microbiologist GS-403-14/7	yes	Expert EE-403 GS-14/3 equivalent pay	Expert ^a
Operations Research Analyst GS-1515-13/1	yes	Technical Information Specialist GS-1412-12/1	Temporary ^a
Biologist GS-401-13/6	yes	Expert EE-403 GS-13/5 equivalent pay	Expert

DEPARTMENT OF HEALTH AND HUMAN SERVICES (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Biologist GS-401-12/5	yes	Nurse Consultant GS-610-12/5 GS-12/9 equivalent pay ^C	Temporary ^a
Research Physiologist GS-413-13/5	yes	Senior Staff Fellow AD-413 GS-13/5 equivalent pay	Public Health Service Act a,b
Financial Systems Analyst GS-501-13/1	yes	Financial Systems Analyst GS-501-12/1	Temporary
Chemist GM-1320-14 GS-14/10 equivalent pay	yes	Expert EE-1320 GS-15/4 equivalent pay	Expert ^a
Associate Commissioner for Information Management, Acquisition, and Logistics ES-340-2 GS-16/3 equivalent pay	yes	Director, Executive Planning Staff ES-301-1 GS-16/2 equivalent pay	Noncareer SES ^a
Medical Officer (Pathology) GM-602-14 GS-16/2 equivalent pay ^C	yes	Expert EE-602 GS-15/1 equivalent pay	Expert

DEPARTMENT OF HEALTH AND HUMAN SERVICES (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Deputy Executive Secretary ES-301-2 GS-16/3 equivalent pay	yes	Senior Advisor to Chief of Staff ES-301-2 GS-16/3 equivalent pay	Limited Term ^a
Medical Officer (Psychiatry) GM-602-14 GS-14/6 equivalent pay	yes	Visiting Scientist AD-602 GS-14/3 equivalent pay	Public Health Service Act ^b
Computer Systems Analyst GS-334-13/4	yes	Computer Systems Analyst GS-334-12/8	Temporary ^a

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Supervisory Correspondence Analyst GM-301-14 GS-14/10 equivalent pay	yes	Special Assistant to the Secretary GM-301-15 GS-15/4 equivalent pay	Schedule C
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DEPARTMENT OF THE INTERIOR

Special Assistant to the Under Secretary GM-301-15 GS-15/2 equivalent pay	no	Staff Member on a Congressional Committee GS-15/2 equivalent pay	Ramspeck
Associate Director, Information and Analysis ES-340-5 GS-17/2 equivalent pay	yes	Deputy Director, Bureau of Mines ES-340-5 GS-17/2 equivalent pay	Noncareer SES

DEPARTMENT OF THE INTERIOR (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Take Pride in America Communications Coordinator GS-301-13/4	yes	Special Assist- ant to the Director, National Park Service GM-301-13 GS-13/1 equivalent pay	Schedule C
Director of Budget and Finance ES-501-3 GS-16/5 equivalent pay	yes	Legislative Counsel ES-905-1 GS-16/2 equivalent pay	Noncareer SES
Special Assistant to the Secretary GM-301-14 GS-14/1 equivalent pay	no	Legislative Director for a Member of Congress GS-12/6 equivalent pay	Ramspeck
Take Pride in America Awards Program Coordinator GS-301-14/6	yes	Special Assist- ant for Take Pride in America GM-301-14 GS-14/5 equivalent pay	Schedule C

DEPARTMENT OF JUSTICE

Computer Systems Analyst GM-334-13 GS-13/10 equivalent pay	no	Computer Systems Analyst GM-334-13 GS-13/8 equivalent pay	Schedule A
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DEPARTMENT OF TRANSPORTATION

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Aviation Safety Inspector (Operations) GS-1825-12/1	yes	Aviation Safety Inspector (Operations) GS-1825-12/1	Temporary
Transportation Specialist GM-2101-15 GS-15/5 equivalent pay	no	Executive Assistant for Intergovernmental Affairs GS-15/3 equivalent pay	White House Service
Training Specialist GS-1712-12/2	yes	Training Specialist GS-1712-12/1	Temporary
Program Analyst GM-345-13 GS-13/10 equivalent pay	no	Administrative Assistant to a Member of Congress GS-17/4 equivalent pay	Ramspeck

ENVIRONMENTAL PROTECTION AGENCY

Program Analyst GM-345-13 GS-13/1 equivalent pay	yes	Employee Program Advisor AD-301 GS-13/1 equivalent pay	Safe Drinking Water Amendments of 1977b
Chemical Engineer GS-893-12/2 GS-12/3 equivalent pay ^C	yes	Chemical Engineer GS-893-12/1 GS-12/2 equivalent pay ^C	Temporary

FEDERAL DEPOSIT INSURANCE CORPORATION

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Financial Management Analyst GG-501-13/1 GS-13/1 equivalent pay	yes	Financial Management Analyst LG-501-12/2 GS-12/2 equivalent pay	Temporary ^a
Supervisory Liquidation Specialist (Investigations) GG-1160-14/1 GS-14/1 equivalent pay	yes	Investigations Department Head LG-301-13/3 GS-13/3 equivalent pay	Schedule A
Bank Liquidation Specialist/ Section Chief GG-1160-13/10 GS-13/10 equivalent pay	yes	Information Services Section Chief LG-301-13/10 GS-13/10 equivalent pay	Schedule A
Bank Liquidation Specialist GG-1160-13/1 GS-13/1 equivalent pay	yes	Investigations Unit Chief LG-301-12/3 GS-12/3 equivalent pay	Schedule A

FEDERAL EMERGENCY MANAGEMENT AGENCY

Organization Development Specialist GS-101-12/2	yes	Consultant EF-301 GS-16/3 equivalent pay	Consultant
Supervisory Training Specialist GM-1712-14 GS-14/2 equivalent pay	yes	Education Specialist GS-1710-13/5	Federal Fire Prevention and Control Act of 1974 ^{a,b}

FEDERAL EMERGENCY MANAGEMENT AGENCY (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Education Specialist GM-1710-13 GS-13/5 equivalent pay	yes	Education Specialist GS-1710-13/5	Federal Fire Prevention and Control Act of 1974 ^{a,b}
Training Specialist GS-1712-13/1	yes	Training Instructor GS-1712-12/2	Federal Fire Prevention and Control Act of 1974 ^b
Supervisory Training Specialist GM-1712-13 GS-13/5 equivalent pay	yes	Training Specialist GS-1712-13/5	Federal Fire Prevention and Control Act of 1974 ^{a,b}

FEDERAL HOME LOAN BANK BOARD

Legal Information System Manager GS-301-12/5	yes	Legal Information System Manager GS-301-12/5	Temporary
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NATIONAL CREDIT UNION ADMINISTRATION

Deputy Regional Director GM-340-15 GS-15/3 equivalent pay	yes	Attorney Advisor (General) GM-0905-15 GS-15/3 equivalent pay	Schedule A
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APPENDIX V

APPENDIX V

NUCLEAR REGULATORY COMMISSION

<u>Career position title</u>	<u>Competitive appointment</u>
Deputy Regional Administrator ES-340-5 GS-17/2 equivalent pay	yes

<u>Noncareer position title</u>
Special Assistant to the Regional Administrator ES-340-5 GS-17/2 equivalent pay

<u>Type of noncareer position</u>
Noncareer SES

SMALL BUSINESS ADMINISTRATION

<u>Career position title</u>	<u>Competitive appointment</u>
Congressional Relations Specialist GS-301-12/7	no

<u>Noncareer position title</u>
Executive Assistant to a Congressional Committee GS-12/7 equivalent pay

<u>Type of noncareer position</u>
Ramspeck

<u>Career position title</u>	<u>Competitive appointment</u>
Public Affairs Specialist GS-1035-13/8	yes

<u>Noncareer position title</u>
Special Assistant to the Regional Administrator GM-301-14 GS-14/2 equivalent pay

<u>Type of noncareer position</u>
Schedule C

<u>Career position title</u>	<u>Competitive appointment</u>
Management Analyst GS-343-12/1	yes

<u>Noncareer position title</u>
Management Analyst GS-343-12/1

<u>Type of noncareer position</u>
Temporary

<u>Career position title</u>	<u>Competitive appointment</u>
Public Affairs Specialist GS-1035-13/5	no

<u>Noncareer position title</u>
Press Secretary to a Member of Congress GS-12/4 equivalent pay

<u>Type of noncareer position</u>
Ramspeck

<u>Career position title</u>	<u>Competitive appointment</u>
Public Affairs Specialist GM-1035-13 GS-13/4 equivalent pay	yes

<u>Noncareer position title</u>
Special Assistant to the Regional Administrator GM-301-13 GS-13/4 equivalent pay

<u>Type of noncareer position</u>
Schedule C

APPENDIX V

APPENDIX V

SMALL BUSINESS ADMINISTRATION (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Business Development Specialist GS-1101-12/7	yes	Special Assist- ant to the Deputy Admin- istrator GM-301-13 GS-13/1 equivalent pay	Schedule C

UNITED STATES ARMS CONTROL AND DISARMAMENT AGENCY

Foreign Affairs Specialist GS-130-14/1	yes	Foreign Affairs Specialist GS-130-13/2	Schedule B
Foreign Affairs Specialist GS-130-13/1	yes	Foreign Affairs Specialist GS-130-12/3	Temporary

Notes: For appointees in pay plans other than the General Schedule (GS) and the Merit Pay System (GM), the GS equivalent is the highest GS grade with a salary not exceeding the appointee's annual salary and the GS step within that grade with the salary closest to the appointee's salary. For appointees in the GM pay plan, the GS equivalent is the same grade as the GM grade (i.e., GM-13 becomes GS-13) and the GS step within that grade with the salary closest to the appointee's salary. If the appointee was paid on a per day basis, the appointee's annual salary was calculated by multiplying the per day salary by 260.

^aConversion that occurred during the previous reporting periods (Jan. 1, 1987, to Dec. 31, 1988) but was included with agency reports for this period.

^bThis is a statutory noncareer appointment.

^cBy statute, the Office of Personnel Management authorizes special pay rates that are higher than the same General Schedule (GS) or Merit Pay System (GM) rates for certain occupational series in certain locations. We determined the GS equivalent of the GS or GM salary by selecting the highest GS grade with a salary not exceeding the appointee's annual salary and the GS step within that grade with the salary closest to the appointee's salary.

Noncareer Appointees Converted to Career Positions
as Reported by the Agencies
January 1, 1987 - February 28, 1989

Department or agency	Noncareer appointments													Competitive appointments
	Expert or consultant	Foreign Assistance Act	Limited term or limited emergency	Non-career executive assignment	Non-career SES	Ram-speck Act	Sched-ule A	Sched-ule B	Sched-ule C	Statutory non-career	Temporary	White House service	Total appointments ^a	
Agriculture					1	7			2				10	1
Commerce	2				1	2	10	1	1		11	1	29	25
Defense ^b	3		1			4			3		4		15	10
Education ^c	4				1	11	5		9	7	3	2	42	26
Energy	6				1	1	1		2		3		14	10
Health and Human Services ^d	43		2		2	9	1		4	17	12		90	77
Housing and Urban Development						2			11				13	10
Interior		1	2		7	7			4		11		32	18
Justice	6				1	2	1	1	1		10		22	16
Labor									2				2	2
State					1		6	3			1		11	10
Transportation	2				1	4	11		5		23	1	47	37
Treasury	3		1		1		1				34		40	34
Veterans Affairs ^f						3		1	1		5		10	5
ACTION			1			1							2	1
Administrative Conference of the United States					1								1	1
Agency for International Development		9	1							2	3		15	14
Commission on Civil Rights									1		1		2	1
Environmental Protection Agency	8					2	1		1	1	9		22	20
Equal Employment Opportunity Commission	1						3						4	3
Export-Import Bank of the United States											3		3	3
Federal Communications Commission										1			1	1
Federal Deposit Insurance Corporation							49				1		50	49
Federal Emergency Management Agency	1						1		2	4	6		14	10
Federal Home Loan Bank Board	2							4	2	2	4		14	14
Federal Labor Relations Authority									1				1	0

Department or agency	Noncareer appointments												Competitive appointments	
	Expert or consultant	Foreign Assistance Act	Limited term or limited emergency	Non-career executive assignment	Non-career SES	Ramspeck Act	Schedule A	Schedule B	Schedule C	Statutory non-career	Temporary	White House service		Total appointments ^a
Federal Trade Commission	1				1								2	2
General Services Administration							2		1		3		6	6
Interstate Commerce Commission	1								1				2	2
Merit Systems Protection Board							1				1		2	2
National Aeronautics and Space Administration	7				1						4		12	8
National Archives and Records Administration			1			1			1		1	1	5	3
National Capital Planning Commission											1		1	1
National Credit Union Administration							1		1				2	2
National Science Foundation			4										4	4
Nuclear Regulatory Commission					2								2	2
Office of Personnel Management			1			1	1				1		4	2
Securities and Exchange Commission							2				3		5	5
Small Business Administration	1				1	4	1		5	1	2		15	9
U.S. Arms Control and Disarmament Agency				1					3		1		5	4
U.S. Information Agency					1				1		2		4	4
U.S. International Trade Commission											1		1	1
Total	91	10	14	1	24	61	98	13	62	35	164	5	578	455

^aTotal includes both competitive and noncompetitive appointments.

^bThe Department of Defense said it did not report conversions of temporary, expert, and consultant appointees to career positions from January 1, 1987, through December 31, 1987.

^cThe Department of Education said it did not submit all reportable conversions to career positions from January 1, 1987, through June 30, 1988.

^dThe Department of Health and Human Services said it did not submit all reportable conversions to career positions from January 1, 1987, through June 30, 1988.

^eBased on additional information submitted by the Department of Health and Human Services, the conversion of one expert in a prior period was determined to be a competitive appointment.

^fThe Department of Veterans Affairs said it did not report conversions of Ramspeck and temporary appointees to career positions from their field offices from January 1, 1987, through June 30, 1988.

Number of Noncareer Appointees Converted to Career Positions
and Number of Agencies That Converted Employees
by Type of Prior Appointment
January 1, 1987 - February 28, 1989

<u>Type of noncareer appointment</u>	<u>Number of conversions</u>	<u>Number of agencies converting this type</u>
Temporary	164	29
Schedule A	98	18
Expert/Consultant ^a	91	16
Schedule C	62	23
Ramspeck Act	61	16
Statutory Noncareer	35	8
Noncareer SES	24	16
Limited Term/ Limited Emergency	14	9
Schedule B	13	6
Foreign Assistance Act	10	2
White House Service	5	4
Noncareer Executive Assignment	<u>1</u>	1
Total	<u>578</u>	42 ^b

^aThe Department of Health and Human Services submitted duplicate reports for one expert during two different reporting periods, and he was inadvertently reported a second time in a prior GAO report. He is counted once in this table.

^bThis number represents the total number of agencies that reported conversions of noncareer appointees to career positions.

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Federal Employees: Appointees Converted to Career Positions, January Through March 1988 (GAO/GGD-88-100FS, June 24, 1988).

Federal Employees: Appointees Converted to Career Positions, April Through June 1988 (GAO/GGD-88-131FS, Sept. 30, 1988).

Federal Employees: Appointees Converted to Career Positions, July Through September 1988 (GAO/GGD-89-38FS, Jan. 13, 1989).

Federal Employees: Supplemental Information on Appointees Converted to Career Positions (GAO/GGD-89-56FS, Mar. 21, 1989).

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