

GAO

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

September 1988

# FEDERAL EMPLOYEES

## Appointees Converted to Career Positions, April Through June 1988



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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 the Office of the President or Vice President or on the White House staff, and persons who received career appointments on the basis of employment in the legislative or judicial branches under the provisions of the Ramspeck Act. We did not verify the information from the agencies for completeness or accuracy or determine the propriety of any of the conversions reported to us. Appendix I provides definitions of the career and noncareer appointments discussed in this fact sheet.

### RESULTS

For April 1, 1988, through June 30, 1988, 32 agencies reported that they had not appointed any noncareer employees to career positions. The remaining 28 agencies reported 70 conversions, with the Federal Home Loan Bank Board reporting 10, the largest number of conversions. Fifty-six of the 70 conversions were competitive appointments, and 14 were noncompetitive appointments.

The competitive and noncompetitive designations refer to the legal authorities cited by the agencies to make the appointments, not to the process used to fill positions. For example, a competitive process, such as issuing a job vacancy announcement, may identify an individual with noncompetitive appointment eligibility whom the agency appoints citing a noncompetitive legal authority.

On July 8, 1988, we sent letters to the 60 executive branch departments and agencies emphasizing that they should report conversions from all types of noncareer appointments to career positions. As a result, several of the departments and agencies submitted information on conversions that occurred during previous reporting periods (Jan. 1, 1987, to Mar. 31, 1988). Twenty-one of the 70 conversions reported to us for the quarter ending June 30, 1988, actually occurred during prior periods.

Details of the 49 conversions reported by the agencies for the period April 1, 1988, through June 30, 1988,

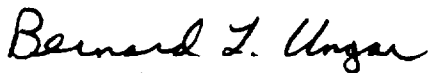
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as well as the 21 that were reported to have taken place in prior periods, are shown in appendixes II through V. Appendixes VI and VII provide cumulative information for January 1, 1987, through June 30, 1988.

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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 questions, please call me on 275-5074.

Sincerely yours,



Bernard L. Ungar  
Associate Director

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## ABBREVIATION

SES                      Senior Executive Service

Definitions of Career and Noncareer Appointments<sup>1</sup>

- 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 perform 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

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<sup>1</sup>Not 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, and Communications Act.

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  
April 1, 1988 - June 30, 1988<sup>a</sup>

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-speak Act	Schedule A	Schedule B	Schedule C	Statutory Non-career	Temporary	White House service		Total appointments <sup>b</sup>	
Agriculture						1			1				2	1	
Commerce							2	3				1	1	7	4
Defense											1		1	0	
Education	1								1				2	1	
Energy									1		1		2	2	
Health and Human Services	4												4	3	
Housing and Urban Development									2				2	2	
Justice	1								1				2	1	
Labor									1				1	1	
Transportation					1						2		3	3	
Treasury											6		6	5	
Agency for International Development		2								2			4	4	
Environmental Protection Agency	1					1							2	1	
Export-Import Bank of the United States											1		1	1	
Federal Communications Commission										1			1	1	
Federal Deposit Insurance Corporation								2					2	1	
Federal Emergency Management Agency								1			1		2	2	
Federal Home Loan Bank Board	1								4	2	3		10	10	
Federal Trade Commission	1												1	1	
General Services Administration									1				1	1	
Merit Systems Protection Board								1					1	1	
National Aeronautics and Space Administration	1										1		2	0	
National Archives and Records Administration										1			1	1	
Office of Personnel Management								1					1	1	
Securities and Exchange Commission								1			2		3	3	
Small Business Administration								1			1		2	2	
US Arms Control and Disarmament Agency									2				2	2	
Veterans Administration										1	1		2	1	
<b>Total</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>6</b>	<b>12</b>	<b>3</b>	<b>21</b>	<b>1</b>	<b>70</b>	<b>56</b>	

<sup>a</sup> Includes 21 conversions which occurred during the previous reporting periods (January 1, 1987 - March 31, 1988) but were included with agency reports for this period.

<sup>b</sup> 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  
April 1, 1988 - June 30, 1988

<u>Type of Noncareer appointment</u>	<u>Number of conversions<sup>a</sup></u>	<u>Number of agencies converting this type</u>
Temporary	21	12
Schedule C	12	10
Expert/Consultant	10	7
Schedule A	10	7
Schedule B	6	2
Ramspeck Act	4	3
Statutory Noncareer	3	2
Foreign Assistance Act	2	1
Noncareer SES	1	1
White House Service	<u>1</u>	1
Total	<u>70</u>	28 <sup>b</sup>

<sup>a</sup>Includes 21 conversions that occurred in earlier periods -- 8 temporary, 6 Schedule B, 4 Schedule A, 2 Ramspeck, and 1 expert.

<sup>b</sup>This number represents the total number of agencies that reported conversions of noncareer appointees to career positions.

Agencies Reporting No Conversions  
April 1, 1988 - June 30, 1988

Department of the Interior	National Credit Union
Department of State	Administration
ACTION	National Endowment for the
Administrative Conference of	Arts
the United States	National Endowment for the
African Development Foundation	Humanities
Appalachian Regional Commission	National Labor Relations
Board for International	Board
Broadcasting	National Mediation Board
Commission on Civil Rights	National Science Foundation
Commission of Fine Arts	National Transportation Safety
Commodity Futures Trading	Board
Commission	Nuclear Regulatory Commission
Consumer Product Safety	Occupational Safety and Health
Commission	Review Commission
Equal Employment Opportunity	Pension Benefit Guaranty
Commission	Corporation
Farm Credit Administration	Railroad Retirement Board
Federal Labor Relations	Selective Service System
Authority	United States Information
Federal Maritime Commission	Agency
Inter-American Foundation	United States International
Interstate Commerce Commission	Trade Commission
National Capital Planning	
Commission	

Noncareer Appointees Converted to Career Positions by Agency  
April 1, 1988 - June 30, 1988

**DEPARTMENT OF AGRICULTURE**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Management Analyst GM-343-13 GS-13/9 equivalent pay	no	Attorney/Advisor GS-14/3	Ramspecka
Public Affairs Specialist GS-1035-12/4	yes	Assistant to the Administrator of Rural Electrification Administration GS-301-12/4	Schedule C

**DEPARTMENT OF COMMERCE**

Economic Development Representative GS-301-13/10	no	Chief of Staff for a Member of Congress GS-17/3 equivalent pay	Ramspecka
General Engineer ZP-801-IV/2 GS-14/3 equivalent pay	yes	General Engineer GS-801-14/1	Schedule Aa
International Trade Specialist GS-1140-13/10	yes	Exhibit Manager GS-301-13/10	Schedule A
Technology Management Officer GM-301-15 GS-15/9 equivalent pay	yes	Legislative Attorney GM-905-15 GS-15/9 equivalent pay	Schedule A

**DEPARTMENT OF COMMERCE (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Program Analysis Officer GM-345-15 GS-15/5 equivalent pay	no	Legislative Assistant to a Member of Congress GS-17/2 equivalent pay	Ramspeck
Public Affairs Specialist GS-1035-12/10	no	Writer/Staff Assistant to Special Assistant to the President and Director of Correspondence GS-13/5 equivalent pay	White House
Materials Research Engineer ZP-806-IV/1 GS-13/5 equivalent pay	yes	Materials Research Engineer GS-806-13/2	Temporary <sup>a</sup>

**DEPARTMENT OF DEFENSE**

Director of Postal Operations GS-301-12/1	no	Director of Postal Operations GS-301-12/1	Temporary
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**DEPARTMENT OF EDUCATION**

Education Program Officer GM-1720-15 GS-15/5 equivalent pay	yes	Special Assistant to Executive Assistant/Private Education GM-301-15 GS-15/5 equivalent pay	Schedule C
Policy Analyst GM-301-14 GS-14/3 equivalent pay	no	Expert ED-301, GS-13/6 equivalent pay	Expert

**DEPARTMENT OF ENERGY**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Operations Research Analyst GM-1515-14 GS-14/6 equivalent pay	yes	Special Assistant to the Deputy Assistant Secretary/ Breeder Reactor Programs GM-301-14 GS-14/6 equivalent pay	Schedule C
Nuclear Engineer GS-840-12/2	yes	Nuclear Engineer GS-840-12/2	Temporary

**DEPARTMENT OF HEALTH AND HUMAN SERVICES**

Research Biologist GS-401-13/5	yes	Expert EE-1320, GS-13/5 equivalent pay	Expert
Public Affairs Specialist GS-1035-13/1	no	Special Expert EE-1035 GS-12/4 equivalent pay	Expert <sup>a</sup>
Minority Program Health Specialist GS-601-13/7	yes	Special Expert EE-685, GS-14/1 equivalent pay	Expert
Medical Officer (General) GS-602R-15/5	yes	Expert EE-602R, GS-15/6 equivalent pay	Expert

**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT**

Deputy Manager GM-1101-14 GS-14/10 equivalent pay	yes	Special Assistant to the Deputy Under Secretary for Field Coordination GM-301-15, GS-15/5 equivalent pay	Schedule C
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**DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Director, Housing Development Division GM-1101-14 GS-14/10 equivalent pay	yes	Special Assistant to a Regional Administrator GM-301-15 GS-15/9 equivalent pay	Schedule C

**DEPARTMENT OF JUSTICE**

Congressional Affairs Officer GM-301-14 GS-14/5 equivalent pay	no	Assistant Director, Office of Liaison Services GM-301-14 GS-14/5 equivalent pay	Schedule C
Financial Analyst GS-1160-14/10	yes	Consultant EF-1160, GS-15/4 equivalent pay	Consultant

**DEPARTMENT OF LABOR**

Manpower Analyst GS-140-12/5	yes	Deputy Legislative Liaison Officer GS-301-12/5	Schedule C
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**DEPARTMENT OF TRANSPORTATION**

Program Manager GM-340-15 GS-15/10 equivalent pay	yes	Director, Bureau of Justice Assistance ES-340-3 GS-15/10 equivalent pay	Noncareer SES
Architect GS-808-12/2	yes	Architect GS-808-12/1	Temporary
Computer Specialist GS-334-12/2	yes	Computer Specialist GS-334-12/1	Temporary

**DEPARTMENT OF THE TREASURY**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Marketing Specialist GM-1101-13 GS-13/1 equivalent pay	yes	Supervisory Marketing Specialist GS-1101-12/1	Temporary
Government Liaison GP-301-14 GS-14/1 equivalent pay	yes	Government Liaison GS-301-12/10	Temporary <sup>a</sup>
Equal Employment Specialist GS-260-12/2	no	Equal Employment Specialist GS-260-12/2	Temporary <sup>a</sup>
International Economist GS-110-12/1	yes	International Economist GS-110-12/1	Temporary
Building Project Administrator GS-301-12/1	yes	Building Project Administrator GS-301-12/1	Temporary <sup>a</sup>
International Economist GS-110-13/1	yes	International Economist GS-110-12/1	Temporary

**AGENCY FOR INTERNATIONAL DEVELOPMENT**

Personnel Staffing Specialist GS-212-12/7	yes	Personnel Staffing and Classification Specialist FP-80201-4/11 GS-12/6 equivalent pay	Peace Corps Act <sup>b</sup>
International Education Specialist GS-1701-14/1	yes	Nutritionist AD-630-13/4 GS-13/4 equivalent pay	Foreign Assistance Act



**AGENCY FOR INTERNATIONAL DEVELOPMENT (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Personnel Staffing Specialist GS-212-12/4	yes	Personnel Staffing Specialist AD-212-12/4 GS-12/4 equivalent pay	Foreign Assistance Act
Auditor GS-511-14/1	yes	Auditor FP-511-2/2 GS-13/6 equivalent pay	Foreign Service Act <sup>b</sup>

**ENVIRONMENTAL PROTECTION AGENCY**

Industrial Property Management Specialist GS-1103-12/5	no	Manager, Physical Controls Section, Office Equipment Service, U.S. Congress, GS-12/6 equivalent pay	Ramspeck
Employee Development Specialist GS-235-13/1	yes	Expert EF-301, GS-12/5 equivalent pay	Expert

**EXPORT-IMPORT BANK OF THE UNITED STATES**

Public Affairs Specialist GS-1035-12/2	yes	Public Affairs Specialist GS-1035-12/1	Temporary
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**FEDERAL COMMUNICATIONS COMMISSION**

Industry Economist GM-110-15 GS-15/5 equivalent pay	yes	Industry Economist GS-110-15/5	Communica- tions Act <sup>b</sup>
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**FEDERAL DEPOSIT INSURANCE CORPORATION**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Bank Liquidation Specialist GG-1160-14/4 GS-14/4 equivalent pay	yes	Department Head (Operations/ Administration) LG-301-14/4 GS-14/4 equivalent pay	Schedule A
Computer Specialist GG-334-12/10 GS-12/10 equivalent pay	no	Department Head (Operations/ Administration) LG-301-13/4 GS-13/4 equivalent pay	Schedule A

**FEDERAL EMERGENCY MANAGEMENT AGENCY**

Operations Specialist GS-301-12/1	yes	Operations Specialist GS-301-12/1	Schedule A
Auditor GS-511-12/1	yes	Auditor GS-511-12/1	Temporary

**FEDERAL HOME LOAN BANK BOARD**

Financial Economist GS-110-14/7	yes	Financial Ecomomist GS-110-14/7	Schedule Ba
Public Affairs Specialist GS-1035-12/5	yes	Public Affairs Specialist GS-1035-12/5	Temporary
Financial Analyst GS-1160-13/4	yes	Financial Analyst GS-1160-13/4	Schedule Ba
Financial Analyst GS-1160-12/3	yes	Financial Analyst GS-1160-12/3	Schedule Ba

**FEDERAL HOME LOAN BANK BOARD (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Systems Accountant GM-510-14 GS-14/3 equivalent pay	yes	Supervisory Systems Accountant GM-510-14 GS-14/3 equivalent pay	Schedule B <sup>a</sup>
Public Affairs Specialist GS-1035-12/1	yes	Information and Media Specialist GS-1001-12/1	Schedule C
Financial Economist GM-110-15 GS-15/10 equivalent pay	yes	Expert EF-301, GS-16/4 equivalent pay	Expert
Public Affairs Specialist GS-1035-12/1	yes	Public Affairs Specialist GS-1035-12/1	Temporary
Public Affairs Specialist GS-1035-12/1	yes	Public Affairs Specialist GS-1035-12/1	Schedule C
Employee Benefits Specialist GS-301-13/1	yes	Employee Benefits Specialist GS-301-12/1	Temporary <sup>a</sup>

**FEDERAL TRADE COMMISSION**

Economist GM-110-13 GS-13/1 equivalent pay	yes	Consultant EF-110, GS-13/1 equivalent pay	Consultant
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**GENERAL SERVICES ADMINISTRATION**

Program Coordinator GM-301-14 GS-14/1 equivalent pay	yes	Confidential Assistant to a Regional Administrator GS-301-14/1	Schedule C
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**MERIT SYSTEMS PROTECTION BOARD**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Financial Manager GM-505-15 GS-15/6 equivalent pay	yes	Supervisory General Attorney GM-905-15, GS-15/5 equivalent pay	Schedule A <sup>a</sup>

**NATIONAL AERONAUTICS AND SPACE ADMINISTRATION**

Educational Services Officer GM-1701-15 GS-15/3 equivalent pay	no	Consultant EF-1701, GS-14/5 equivalent pay	Consultant
Management Analyst GS-343-14/1	no	Management Analyst GS-343-14/1	Temporary

**NATIONAL ARCHIVES AND RECORDS ADMINISTRATION**

Visual Information Specialist GS-1084-12/10	yes	Special Assistant to Associate Administrator for Public Affairs GS-301-13/4	Schedule C
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**OFFICE OF PERSONNEL MANAGEMENT**

Personnel Research Psychologist GS-180-12/2	yes	Personnel Research Psychologist GS-180-12/1	Schedule A
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**SECURITIES AND EXCHANGE COMMISSION**

Regional Administrator ES-905-5 GS-17/2 equivalent pay	yes	Supervisory General Attorney (Finance) GM-905-15 GS-15/10 equivalent pay	Temporary <sup>a</sup>
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**SECURITIES AND EXCHANGE COMMISSION (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Computer Systems Programmer GS-334-12/8	yes	Computer Systems Programmer GS-334-12/8	Temporary <sup>a</sup>
Associate Director (Regulation) ES-905-4 GS-16/6 equivalent pay	yes	Supervisory Attorney Advisor (Finance) GM-905-15 GS-15/10 equivalent pay	Schedule A <sup>a</sup>

**SMALL BUSINESS ADMINISTRATION**

Loan Specialist (Commerical) GS-1165-12/1	yes	Loan Specialist (Commerical) GS-1165-12/1	Schedule A <sup>a</sup>
Personnel Data Systems Specialist GS-301-12/1	yes	Personnel Data Systems Specialist GS-301-12/1	Temporary <sup>a</sup>

**UNITED STATES ARMS CONTROL AND DISARMAMENT AGENCY**

Foreign Affairs Specialist GS-130-13/2	yes	Foreign Affairs Specialist GS-130-13/2	Schedule B <sup>a</sup>
Foreign Affairs Specialist GS-130-14/1	yes	Foreign Affairs Specialist GS-130-13/4	Schedule B <sup>a</sup>

**VETERANS ADMINISTRATION**

Program Analyst GM-345-13 GS-14/5 equivalent pay	no	Program Analyst GM-345-13 GS-14/5 equivalent pay	Temporary
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**VETERANS ADMINISTRATION (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Program Analyst GM-345-14 GS-14/9 equivalent pay	yes	Confidential Assistant to the Administrator, Veterans Affairs GM-301-14, GS-14/9 equivalent pay	Schedule C

<sup>a</sup>Conversion that occurred during the previous reporting periods (Jan. 1, 1987, to Mar. 31, 1988) but was included with agency reports for this period.

<sup>b</sup>This is a statutory noncareer appointment.

Noncareer Appointees Converted to Career Positions  
as Reported by the Agencies  
January 1, 1987 - June 30, 1988

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-speak Act	Sched-ule A	Sched-ule B	Sched-ule C	Statutory Non-career	Temporary	White House service		Total appointments <sup>a</sup>
Agriculture						6			2				8	1
Commerce	1					2	5		1		4	1	14	10
Defense <sup>b</sup>	1					4			2		3		10	5
Education <sup>c</sup>	2					10			5			1	18	5
Energy	3					1			2		1		7	5
Health and Human Services <sup>d</sup>	12		1		1	7			2		4		27	17
Housing and Urban Development						2			10				12	9
Interior		1	2		1	5			1		7		17	8
Justice	3				1	2			1		8		15	11
Labor									2				2	2
State					1								1	1
Transportation	2				1	3	9		4		18		37	31
Treasury	2		1		1						30		34	28
ACTION						1							1	0
Administrative Conference of the United States					1								1	1
Agency for International Development		9	1							2	1		13	12
Commission on Civil Rights									1				1	0
Environmental Protection Agency	7					1			1		8		17	16
Export-Import Bank of the United States											3		3	3
Federal Communications Commission										1			1	1
Federal Deposit Insurance Corporation								43					43	42
Federal Emergency Management Agency							1		1		6		8	4
Federal Home Loan Bank Board	1								4	2	3		10	10
Federal Trade Commission	1				1								2	2
General Services Administration							1		1		2		4	4
Interstate Commerce Commission	1								1				2	2
Merit Systems Protection Board							1						1	1

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 <sup>a</sup>
National Aeronautics and Space Administration	7				1						4		12	8
National Archives and Records Administration			1			1			1				3	2
National Capital Planning Commission											1		1	1
National Credit Union Administration									1				1	1
National Science Foundation			3										3	3
Nuclear Regulatory Commission					1								1	1
Office of Personnel Management			1			1	1				1		4	2
Securities and Exchange Commission							1				2		3	3
Small Business Administration	1				1	2	1		1		1		7	4
U.S. Arms Control and Disarmament Agency				1				2					3	2
U.S. Information Agency											2		2	2
U.S. International Trade Commission											1		1	1
Veterans Administration <sup>e</sup>						3			1		1		5	1
<b>Total</b>	<b>44</b>	<b>10</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>51</b>	<b>63</b>	<b>6</b>	<b>43</b>	<b>3</b>	<b>111</b>	<b>2</b>	<b>355</b>	<b>262</b>

<sup>a</sup>Total includes both competitive and noncompetitive appointments.

<sup>b</sup>The Department of Defense said it did not report conversions of temporary, expert, and consultant appointees to career positions from January 1, 1987, to December 31, 1987.

<sup>c</sup>The Department of Education said it did not submit all reportable conversions to career positions from January 1, 1987, to June 30, 1988.

<sup>d</sup>The Department of Health and Human Services said it did not submit all reportable conversions to career positions from January 1, 1987, to June 30, 1988.

<sup>e</sup>The Veterans Administration said it did not report conversions of Ramspeck and temporary appointees to career positions from its field offices from January 1, 1987, to 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 - June 30, 1988

<u>Type of noncareer appointment</u>	<u>Number of conversions</u>	<u>Number of agencies converting this type</u>
Temporary	111	22
Schedule A	63	9
Ramspeck Act	51	16
Expert/Consultant <sup>a</sup>	44	14
Schedule C	43	21
Noncareer SES	11	11
Foreign Assistance Act	10	2
Limited Term/ Limited Emergency	10	7
Schedule B	6	2
Statutory Noncareer	3	2
White House Service	2	2
Noncareer Executive Assignment	<u>1</u>	1
Total	<u>355</u>	40 <sup>b</sup>

<sup>a</sup>The 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.

<sup>b</sup>This number represents the total number of agencies that reported conversions of noncareer appointees to career positions.

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