

GAO

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

April 1989

# FEDERAL EMPLOYEES

## Appointees Converted to Career Positions, October Through December 1988





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

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General Government Division

B-229408

April 24, 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 five previous fact sheets, we reported on conversions for the period January 1, 1987, through September 30, 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 26. This fact sheet covers conversions during the period October 1, 1988, through December 31, 1988.

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 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. Appendix I provides definitions of the career and noncareer appointments discussed in this fact sheet.

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 for this period. As stated earlier, we tested the completeness of information on certain types of conversions reported to us by 10 agencies for the period January 1, 1987, through June 30, 1988, and identified 34 conversions that should have been reported to us but were not. This fact sheet includes only those conversions that the agencies reported to us.

### RESULTS

For October 1, 1988, through December 31, 1988, 42 agencies reported that they had not appointed any noncareer employees to career positions. The remaining 18 agencies reported 64 conversions, with the Department of Health and Human Services reporting 31, the largest number of conversions. Fifty-three of the 64 conversions were competitive appointments, and 11 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.

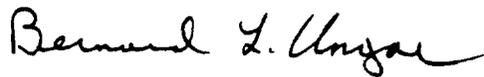
On July 8, 1988, we sent letters to the 60 executive branch departments and agencies emphasizing that they should report conversions from all types of noncareer appointments to career positions. As a result, several of the departments and agencies submitted information on conversions that occurred during previous reporting periods (Jan. 1, 1987, to Sept. 30, 1988). Twenty-nine of the 64 conversions reported to us for the 3-month period ending December 31, 1988, actually occurred during prior periods.

Details of the 35 conversions reported by the agencies for the period October 1, 1988, through December 31, 1988, as well as the 29 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 December 31, 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. 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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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 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

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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.

APPENDIX I

APPENDIX I

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; General Accounting Office Personnel Act of 1980; Small Business Act, as amended; and Communications Act of 1934.

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  
October 1, 1988-December 31, 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	Sched-ule A	Sched-ule B	Sched-ule C	Statu-tory non-career	Temp-orary	White House service	Total appoint-ments <sup>b</sup>	
Agriculture					1	1							2	0
Education	1				1				1	1			4	4
Energy	2										1		3	1
Health and Human Services	16					1	1			11	2		31 <sup>c</sup>	30
Interior					1				1		2		4	2
Justice	2												2	2
Transportation							1				2		3	3
Treasury											2		2	2
Agency for International Development											1		1	1
Environmental Protection Agency						1							1	0
Federal Deposit Insurance Corporation							1						1	1
Federal Emergency Management Agency									1				1	1
Federal Labor Relations Authority									1				1	0
General Services Administration							1						1	1
National Archives and Records Administration											1	1	2	1
Small Business Administration									1	1			2	1
U.S. Information Agency					1				1				2	2
Veterans Administration											1		1	1
<b>Total</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>13</b>	<b>12</b>	<b>1</b>	<b>64</b>	<b>53</b>

<sup>a</sup> Includes 29 conversions that occurred during the previous reporting periods (Jan. 1, 1987 - Sept. 30, 1988) but were included with agency reports for this period.

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

<sup>c</sup> Includes six previously unreported conversions of experts/consultants identified in our report Federal Employees: Supplemental Information on Appointees Converted to Career Positions (GAO/GGD-89-56F5, Mar. 21, 1989).

Number of Noncareer Appointees Converted to Career Positions  
and Number of Agencies That Converted Employees  
by Type of Prior Appointment  
October 1, 1988 - December 31, 1988

<u>Type of noncareer appointment</u>	<u>Number of conversions<sup>a</sup></u>	<u>Number of agencies converting this type</u>
Expert/Consultant	21	4
Statutory Noncareer	13	3
Temporary	12	8
Schedule C	6	6
Schedule A	4	4
Noncareer SES	4	4
Ramspeck Act	3	3
White House Service	<u>1</u>	1
Total	<u>64</u>	18 <sup>b</sup>

<sup>a</sup>Includes 29 conversions that occurred in earlier periods--16 expert/consultant, 6 statutory noncareer, 2 Ramspeck, 2 Schedule A, 2 temporary, and 1 noncareer SES.

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

Agencies Reporting No Conversions  
October 1, 1988 - December 31, 1988

Department of Commerce	Merit Systems Protection Board
Department of Defense	National Aeronautics and Space Administration
Department of Housing and Urban Development	National Capital Planning Commission
Department of Labor	National Credit Union Administration
Department of State	National Endowment for the Arts
ACTION	National Endowment for the Humanities
Administrative Conference of the United States	National Labor Relations Board
African Development Foundation	National Mediation Board
Appalachian Regional Commission	National Science Foundation
Board for International Broadcasting	National Transportation Safety Board
Commission on Civil Rights	Nuclear Regulatory Commission
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 Arms Control and Disarmament Agency
Federal Home Loan Bank Board	United States International Trade Commission
Federal Maritime Commission	
Federal Trade Commission	
Inter-American Foundation	
Interstate Commerce Commission	

Noncareer Appointees Converted to Career Positions by Agency  
October 1, 1988 - December 31, 1988

**DEPARTMENT OF AGRICULTURE**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Legislative Analyst GS-301-12/3	no	Executive Assistant to a Member of Congress GS-12/2 equivalent pay	Ramspeck
Forester (Supervisory) GM-460-15 GS-15/10 equivalent pay	no	Deputy Assistant Secretary ES-301-4 GS-16/6 equivalent pay	Noncareer SES <sup>a</sup>

**DEPARTMENT OF EDUCATION**

Education Program Specialist GS-1720-13/4	yes	Expert ED-301, GS-13/3 equivalent pay	Expert
Supervisory Education Program Specialist GM-1720-15 GS-15/6 equivalent pay	yes	Education Program Specialist AD-1720, GS-15/6 equivalent pay	General Education Provi- sions Act, as amended <sup>b</sup>
Director, State and Local Education Programs ES-1720-4 GS-16/6 equivalent pay	yes	Director, Office of Bilingual Education and Minority Language Affairs ES-301-4 GS-16/6 equivalent pay	Noncareer SES

**DEPARTMENT OF EDUCATION (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Senior Policy Analyst GM-301-15 GS-15/1 equivalent pay	yes	Special Assistant, Office of Special Education and Rehabilitative Services GM-301-14 GS-14/2 equivalent pay	Schedule C

**DEPARTMENT OF ENERGY**

Director, Office of Oil Policy ES-301-3 GS-16/5 equivalent pay	yes	Consultant EF-301, GS-16/5 equivalent pay	Consultant
Energy Conservation Program Specialist GS-301-13/10	no	Energy Conservation Program Specialist GS-301-13/10	Temporary
Supervisory Program Analyst GM-345-15 GS-15/10 equivalent pay	no	Expert ED-301, GS-16/4 equivalent pay	Expert

**DEPARTMENT OF HEALTH AND HUMAN SERVICES**

Research Chemist GM-1320-13 GS-13/9 equivalent pay	yes	Expert EE-1320, GS-14/3 equivalent pay	Expert <sup>a</sup>
Research Biologist GM-401-13 GS-13/10 equivalent pay	yes	Expert EE-401, GS-14/4 equivalent pay	Expert <sup>a</sup>

## 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>
Legislative Analyst GS-301-13/1	no	Staff Assistant to a Congressional Committee GS-12/3 equivalent pay	Ramspeck <sup>a</sup>
Supervisory Medical Officer (Internal Medicine) GM-602-R-15 GS-16/5 equivalent pay <sup>c</sup>	yes	Expert EE-602-R GS-16/5 equivalent pay	Expert <sup>a</sup>
Medical Officer (Internal Medicine) GS-602-R-14/3 GS-15/2 equivalent pay <sup>c</sup>	yes	Expert EE-602-R GS-15/4 equivalent pay	Expert <sup>a</sup>
Chemist GS-1320-14/1	yes	Expert EE-1320, GS-13/5 equivalent pay	Expert <sup>a,d</sup>
Research Biologist (Marine) GS-403-13/3	yes	Senior Staff Fellow AD-403, GS-13/2 equivalent pay	Public Health Service Act <sup>b</sup>
Pharmacologist GS-405-13/1	yes	Senior Staff Fellow AD-405, GS-13/1 equivalent pay	Public Health Service Act <sup>a,b</sup>
Medical Officer (Pediatrics) GS-602-C-14/1 GS-15/2 equivalent pay <sup>c</sup>	yes	Medical Officer (Pediatrics) GS-602-C-13/1 GS-14/3 equivalent pay <sup>c</sup>	Temporary <sup>a</sup>

## 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>
Veterinary Medical Officer GM-701-15 GS-15/5 equivalent pay	yes	Expert EE-701, GS-15/5 equivalent pay	Expert <sup>a</sup>
Pharmacologist GS-405-12/3	yes	Senior Staff Fellow AD-405, GS-12/3 equivalent pay	Public Health Service Act <sup>b</sup>
Health Scientist Administrator (Biological Science) GS-601-14/3	yes	Expert EE-403, GS-14/3 equivalent pay	Expert <sup>a,d</sup>
Mathematical Statistician GS-1529-14/2	yes	Senior Staff Fellow AD-1530, GS-14/1 equivalent pay	Public Health Service Act <sup>a,b</sup>
Microbiologist GS-403-13/1	yes	Expert EE-403, GS-13/2 equivalent pay	Expert <sup>a</sup>
Supervisory Research Chemist GM-1320-14 GS-14/1 equivalent pay	yes	Senior Staff Fellow AD-401, GS-13/2 equivalent pay	Public Health Service Act <sup>b</sup>
Medical Officer (Internal Medicine) GS-602-R-14/3 GS-15/2 equivalent pay <sup>c</sup>	yes	Expert EE-602-R GS-14/3 equivalent pay	Expert <sup>a</sup>

## 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 Medical Officer (Internal Medicine) GM-602-R-15 GS-16/5 equivalent pay <sup>C</sup>	yes	Expert EE-602, GS-16/5 equivalent pay	Expert <sup>a</sup>
Microbiologist (Research) GS-403-13/10	yes	Expert EE-401, GS-14/4 equivalent pay	Expert <sup>a, d</sup>
Research Biologist GM-401-13 GS-13/6 equivalent pay	yes	Expert EE-1320, GS-13/6 equivalent pay	Expert <sup>a</sup>
Research Chemist GS-1320-13/3	yes	Senior Staff Fellow AD-1320, GS-13/3 equivalent pay	Public Health Service Act <sup>b</sup>
Economist GS-110-13/10	yes	Service Fellow AD-110, GS-14/4 equivalent pay	Public Health Service Act <sup>a, b</sup>
Medical Officer (General Surgery) GM-602-R-15 GS-16/5 equivalent pay <sup>C</sup>	yes	Expert EE-602, GS-16/3 equivalent pay	Expert <sup>a, d</sup>
Medical Officer (Internal Medicine) GS-602-R-13/1 GS-14/2 equivalent pay <sup>C</sup>	yes	Medical Staff Fellow AD-602-R GS-12/5 equivalent pay	Public Health Service Act <sup>a, b</sup>
Medical Officer (Internal Medicine) GS-602-R-14/3 GS-15/2 equivalent pay <sup>C</sup>	yes	Expert EE-602-R GS-14/3 equivalent pay	Expert <sup>a</sup>

## 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 (Research) GM-602-R-14 GS-15/5 equivalent pay <sup>C</sup>	yes	Medical Officer (Psychiatry) GM-602-R-14 GS-15/5 equivalent pay <sup>C</sup>	Schedule A <sup>a</sup>
Medical Officer (Research) GS-602-14/3 GS-15/2 equivalent pay <sup>C</sup>	yes	Senior Staff Fellow AD-602, GS-15/1 equivalent pay	Public Health Service Act <sup>b</sup>
Animal Scientist GS-487-12/1	yes	Junior Staff Fellow AD-487, GS-12/1 equivalent pay	Public Health Service Act <sup>b</sup>
Public Affairs Specialist GS-1035-13/1	yes	Public Affairs Specialist GS-1035-12/1	Temporary <sup>a</sup>
Chemist GM-1320-13 GS-13/10 equivalent pay	yes	Expert EE-403, GS-14/5 equivalent pay	Expert <sup>a, d</sup>
Writer-Editor GS-1082-13/10	yes	Expert EE-1082, GS-14/3 equivalent pay	Expert <sup>a, d</sup>
Medical Officer (Internal Medicine) GS-602-R-13/1 GS-14/2 equivalent pay	yes	Medical Staff Fellow AD-602-R GS-13/1 equivalent pay	Public Health Service Act <sup>a, b</sup>

## DEPARTMENT OF THE INTERIOR

Industry Economist GS-110-13/1	yes	Industry Economist GS-110-12/1	Temporary
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**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>
Program Analyst GM-345-13 GS-13/10 equivalent pay	yes	Special Assistant to the Assistant Director, Budget and Administration GM-301-14 GS-14/6 equivalent pay	Temporary
Management Analyst GS-343-14/10	no	Deputy Assistant Secretary, Land and Minerals Management ES-301-2 GS-16/3 equivalent pay	Noncareer SES
Take Pride in America Communications Coordinator GS-301-13/6	no	Staff Assistant to the Secretary GS-301-13/6	Schedule C

**DEPARTMENT OF JUSTICE**

Economist GS-110-12/10	yes	Consultant EF-110, GS-13/4 equivalent pay	Consultant
Economist GS-110-12/7	yes	Consultant EF-110, GS-12/6 equivalent pay	Consultant

**DEPARTMENT OF TRANSPORTATION**

Deputy Director, Office of Environment and Energy GM-340-15 GS-15/3 equivalent pay	yes	Attorney Advisor GM-905-15 GS-15/3 equivalent pay	Schedule A
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**DEPARTMENT OF TRANSPORTATION (Continued)**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Computer Systems Analyst GS-334-13/1	yes	Computer Systems Analyst GS-334-12/1	Temporary
Computer Specialist GS-334-12/1	yes	Computer Systems Analyst GS-334-12/1	Temporary

**DEPARTMENT OF THE TREASURY**

Policy Program Specialist GS-301-14/1	yes	Management Analyst GS-343-12/1	Temporary
International Economist GS-110-12/1	yes	International Economist GS-110-12/1	Temporary

**AGENCY FOR INTERNATIONAL DEVELOPMENT**

Program Analyst GS-345-14/10	yes	Program Analyst GS-345-12/10	Temporary
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**ENVIRONMENTAL PROTECTION AGENCY**

Information Management Specialist GS-301-13/4	no	Director of Communication for a Member of Congress GS-13/3 equivalent pay	Ramspeck <sup>a</sup>
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**FEDERAL DEPOSIT INSURANCE CORPORATION**

Supervisory Field Accountant GG-510-13/1 GS-13/1 equivalent pay	yes	Supervisory Field Accountant LG-510-13 GS-13/1 equivalent pay	Schedule A <sup>a</sup>
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**FEDERAL EMERGENCY MANAGEMENT AGENCY**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Emergency Management Specialist GS-301-13/10	yes	Special Assistant to the Associate Director, State and Local Programs and Support GM-301-14 GS-14/6 equivalent pay	Schedule C

**FEDERAL LABOR RELATIONS AUTHORITY**

Special Assistant to the Director of Administration GS-301-12/1	no	Staff Assistant to the Chairman (Stenography) GS-303-12/1	Schedule C
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**GENERAL SERVICES ADMINISTRATION**

Communications Specialist GS-393-13/7	yes	Industry Specialist GS-301-14/1	Schedule A
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**NATIONAL ARCHIVES AND RECORDS ADMINISTRATION**

Program Management Officer GM-340-15 GS-15/10 equivalent pay	no	Director, Records Management, Executive Office of the President GS-301-15/7	White House Service
Automated Distribution Services Manager GS-301-12/1	yes	Automated Distribution Services Manager GS-301-12/1	Temporary

**SMALL BUSINESS ADMINISTRATION**

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
International Trade Analyst GM-1101-14 GS-14/4 equivalent pay	no	Supervisory Public Affairs Specialist GS-1082-14/4	Small Business Act, as amended <sup>a, b</sup>
Management Analyst GS-343-12/10	yes	Special Assistant to the Regional Administrator GM-301-14 GS-14/3 equivalent pay	Schedule C

**UNITED STATES INFORMATION AGENCY**

Director, Cuba Service/Radio Marti Program ES-1001-4 GS-16/6 equivalent pay	yes	Director, Cuba Service/Radio Marti Program ES-1001-4 GS-16/6 equivalent pay	Noncareer SES
Special Events Officer GS-1001-12/3	yes	Special Assistant to the Director, Voice of America GS-301-12/3	Schedule C

**VETERANS ADMINISTRATION**

Biologist GS-401-13/1	yes	Biologist GS-401-13/1	Temporary
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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 appointees'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.

<sup>a</sup>Conversion that occurred during the previous reporting periods (Jan. 1, 1987, to Sept. 30, 1988) but was included with agency reports for this period.

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

<sup>c</sup>By statute, medical officers in the General Schedule (GS) and Merit Pay System (GM) pay plans at the Department of Health and Human Services have special pay rates that are higher than the same GS or GM rates. For medical officers, 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.

<sup>d</sup>This is a previously unreported conversion identified in our report Federal Employees: Supplemental Information on Appointees Converted to Career Positions (GAO/GGD-89-56FS, Mar. 21, 1989).

**Noncareer Appointees Converted to Career Positions  
as Reported by the Agencies  
January 1, 1987-December 31, 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					1	7			2				10	1
Commerce	2					2	5		1		7	1	18	14
Defense <sup>b</sup>	2					4			3		3		12	7
Education <sup>c</sup>	4				1	11	5		7	4	3	1	36	21
Energy	6				1	1	1		2		3		14	10
Health and Human Services <sup>d,e</sup>	31		1		1	8	1		3	11	6		62	52
Housing and Urban Development						2			10				12	9
Interior		1	2		5	5			2		11		26	14
Justice	6				1	2		1	1		10		21	16
Labor									2				2	2
State					1		6	3			1		11	10
Transportation	2				1	3	11		5		21		43	35
Treasury	3		1		1		1				34		40	34
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		8		20	18
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							46						46	45
Federal Emergency Management Agency							1		2		6		9	5
Federal Home Loan Bank Board	2							4	2	2	3		13	13
Federal Labor Relations Authority									1				1	0
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

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		1	1	5	3
National Capital Planning Commission											1		1	1
National Credit Union Administration									1				1	1
National Science Foundation			4										4	4
Nuclear Regulatory Commission					1								1	1
Office of Personnel Management			1			1	1				1		4	2
Securities and Exchange Commission							2				3		5	5
Small Business Administration	1				1	2	1		2	1	1		9	5
U.S. Arms Control and Disarmament Agency				1				2					3	2
U.S. Information Agency					1				1		2		4	4
U.S. International Trade Commission											1		1	1
Veterans Administration <sup>f</sup>						3		1	1		5		10	5
<b>Total</b>	<b>77</b>	<b>10</b>	<b>12</b>	<b>1</b>	<b>19</b>	<b>55</b>	<b>88</b>	<b>11</b>	<b>53</b>	<b>21</b>	<b>146</b>	<b>3</b>	<b>496</b>	<b>384</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, through 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, through 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, through June 30, 1988.

<sup>e</sup>Based 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.

<sup>f</sup>The Veterans Administration 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 - December 31, 1988

<u>Type of noncareer appointment</u>	<u>Number of conversions</u>	<u>Number of agencies converting this type</u>
Temporary	146	27
Schedule A	88	16
Expert/Consultant <sup>a</sup>	77	15
Ramspeck Act	55	16
Schedule C	53	23
Statutory Noncareer	21	6
Noncareer SES	19	15
Limited Term/ Limited Emergency	12	8
Schedule B	11	5
Foreign Assistance Act	10	2
White House Service	3	3
Noncareer Executive Assignment	<u>1</u>	1
Total	<u>496</u>	42 <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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Federal Employees: Appointees Converted to Career Positions, July Through September 1988 (GAO/GGD-89-38FS, Jan. 13, 1989).

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