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General Government Division

B-229408

January 13, 1989

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

Dear Mr. Chairman:

Leg. Civil Service, GAO



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This GAO report

Your February 10, 1987, letter forwarded a request by the 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 four previous fact sheets, we reported on conversions for the period January 1, 1987, through June 30, 1988.¹ This fact sheet covers conversions during the period July 1, 1988, through September 30, 1988. (KR)

APPROACH

As agreed with the Subcommittee, we asked the agencies to provide information on conversions each month of all

¹Federal Employees: Appointees Converted to Career Positions, January Through September 1987 (GAO/GGD-88-31FS, Jan. 28, 1988). Federal Employees: Appointees Converted to Career Positions, October Through December 1987 (GAO/GGD-88-67FS, Mar. 25, 1988). 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).

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.

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. However, we are in the process of verifying the completeness and accuracy 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. As agreed with the Subcommittee, the results of our verification work will be reported to you separately. Appendix I provides definitions of the career and noncareer appointments discussed in this fact sheet.

RESULTS

For July 1, 1988, through September 30, 1988, 38 agencies reported that they had not appointed any noncareer employees to career positions. The remaining 22 agencies reported 77 conversions, with the Department of Education reporting 14, the largest number of conversions. Sixty-eight of the 77 conversions were competitive appointments, and 9 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

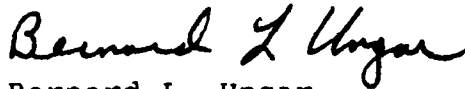
on conversions that occurred during previous reporting periods (Jan. 1, 1987, to Jun. 30, 1988). Twenty-three of the 77 conversions reported to us for the quarter ending September 30, 1988, actually occurred during prior periods.

Details of the 54 conversions reported by the agencies for the period July 1, 1988, through September 30, 1988, as well as the 23 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 September 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. The major contributors to this fact sheet are listed in appendix VIII.

Sincerely yours,



Bernard L. Ungar
Associate Director

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ABBREVIATION

SES Senior Executive Service

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 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

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.

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, General Education Provisions Act of 1974, General Accounting Office Personnel Act of 1980, 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
July 1, 1988-September 30, 1988^a

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 ^b
Commerce	1										3		4	4
Defense	1							1					2	2
Education	1					1	5		1	3	3		14	12
Energy	1				1		1				1		4	4
Health and Human Services	3								1				4	4
Interior					3						2		5	4
Justice	1							1			2		4	3
State							6	3			1		10	9
Transportation							1		1		1		3	1
Treasury	1						1				2		4	4
Action			1										1	1
Agency for International Development											1		1	1
Commission on Civil Rights											1		1	1
Environmental Protection Agency	1						1						2	2
Equal Employment Opportunity Commission	1						3						4	3
Federal Deposit Insurance Corporation							2						2	2
Federal Home Loan Bank Board	1									2			3	3
General Services Administration											1		1	1
Merit Systems Protection Board											1		1	1
National Science Foundation			1										1	1
Securities and Exchange Commission							1				1		2	2
Veterans Administration								1			3		4	3
Total	12	0	2	0	4	1	21	5	4	5	23	0	77	68

^a Includes 23 conversions which occurred during the previous reporting periods (January 1, 1987 - June 30, 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
July 1, 1988 - September 30, 1988

<u>Type of noncareer appointment</u>	<u>Number of conversions^a</u>	<u>Number of agencies converting this type</u>
Temporary	23	14
Schedule A	21	9
Expert/Consultant	12	10
Statutory Noncareer	5	2
Schedule B	5	3
Schedule C	4	4
Noncareer SES	4	2
Limited Term/ Limited Emergency	2	2
Ramspeck Act	<u>1</u>	1
Total	<u>77</u>	22 ^b

^aIncludes 23 conversions that occurred in earlier periods -- 8 Schedule A, 5 temporary, 4 Schedule B, 2 expert/consultant, 2 noncareer SES, and 2 statutory noncareer.

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

Agencies Reporting No Conversions
July 1, 1988 - September 30, 1988

Department of Agriculture	National Archives and Records Administration
Department of Housing and Urban Development	National Capital Planning Commission
Department of Labor	National Credit Union Administration
Administrative Conference of the United States	National Endowment for the Arts
African Development Foundation	National Endowment for the Humanities
Appalachian Regional Commission	National Labor Relations Board
Board for International Broadcasting	National Mediation Board
Commission of Fine Arts	National Transportation Safety Board
Commodity Futures Trading Commission	Nuclear Regulatory Commission
Consumer Product Safety Commission	Occupational Safety and Health Review Commission
Export-Import Bank of the United States	Office of Personnel Management
Farm Credit Administration	Pension Benefit Guaranty Corporation
Federal Communications Commission	Railroad Retirement Board
Federal Emergency Management Agency	Selective Service System
Federal Labor Relations Authority	Small Business Administration
Federal Maritime Commission	United States Arms Control and Disarmament Agency
Federal Trade Commission	United States Information Agency
Inter-American Foundation	United States International Trade Commission
Interstate Commerce Commission	
National Aeronautics and Space Administration	

Noncareer Appointees Converted to Career Positions by Agency
July 1, 1988 - September 30, 1988

DEPARTMENT OF COMMERCE

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Physicist ZP-1310-III/1 GS-12/2 equivalent pay	yes	Physicist ZP-1310-III/1 GS-12/2 equivalent pay	Temporary ^a
Japanese Technical Literature Program Specialist GM-301-14 GS-14/1 equivalent pay	yes	Expert ED-301, GS-14/1 equivalent pay	Expert
Physicist ZP-1310-IV/1 GS-13/1 equivalent pay	yes	Physicist ZP-1310-III/1 GS-12/1 equivalent pay	Temporary ^a
Physical Scientist ZP-1301-III/2 GS-12/5 equivalent pay	yes	Physical Scientist ZP-1301-III/1 GS-12/1 equivalent pay	Temporary

DEPARTMENT OF DEFENSE

Foreign Affairs Specialist GM-130-15 GS-15/3 equivalent pay	yes	Special Assistant for East African Affairs GM-130-15 GS-15/3 equivalent pay	Schedule C
Director, Dependent Schools ES-1722-1 GS-17/2 equivalent pay	yes	Consultant EF-301, GS-16/4 equivalent pay	Consultant

DEPARTMENT OF EDUCATION

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Program Analyst GS-345-13/1	yes	Expert ED-301, GS-12/6 equivalent pay	Expert
Statistician (Education) GS-1530-13/10	yes	Senior Associate, Office of Educational Research and Improvement AD-1730, GS-14/3 equivalent pay	General Education Provi- sions Act of 1974 ^b
Public Affairs Specialist GS-1035-13/2	yes	Writer/Editor (Printed Media) GS-1082-12/5	Temporary
Program Analyst GS-345-12/1	yes	Program Analyst GS-345-12/1	Temporary
Legislative Affairs Specialist GM-301-13 GS-13/1 equivalent pay	yes	Congressional Liaison Specialist GS-301-12/1	Temporary
Assistant General Counsel for Educational Equity ES-905-1 GS-16/2 equivalent pay	yes	Supervisory General Attorney GM-905-15 GS-15/4 equivalent pay	Schedule A
Program Manager (Deputy Director) GM-340-14 GS-14/3 equivalent pay	yes	Attorney/Advisor GS-905-13/6	Schedule A

DEPARTMENT OF EDUCATION (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Education Research Analyst GM-1730-15 GS-15/9 equivalent pay	yes	Senior Research Associate, Office of Educational Research and Improvement AD-1730, GS-16/3 equivalent pay	Schedule A ^a
Public Affairs Specialist GS-1035-12/1	yes	Confidential Assistant to the Director for the Public Affairs Service GS-301-12/1	Schedule C
Supervisory Program Analyst GM-345-15 GS-15/1 equivalent pay	no	Principal Analyst, Congressional Budget Office GS-14/1 equivalent pay	Ramspeck
Statistician (Education) GS-1530-13/7	yes	Senior Associate, Office of Educational Research and Improvement AD-1730, GS-14/1 equivalent pay	General Education Provi- sions Act of 1974 ^b
Assistant General Counsel for Elementary, Secondary, Adult, and Vocational Education ES-905-4 GS-16/6 equivalent pay	yes	Supervisory Attorney/Advisor GM-905-15 GS-15/10 equivalent pay	Schedule A

DEPARTMENT OF EDUCATION (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Assistant General Counsel ES-301-4 GS-16/6 equivalent pay	yes	Supervisory Attorney/Advisor GM-905-15 GS-15/10 equivalent pay	Schedule A
Policy Analyst GS-301-12/4	no	Policy Analyst GS-301-12/3	Peace Corps Act ^b

DEPARTMENT OF ENERGY

Petroleum Engineer GS-881-15/1	yes	Expert ED-301, GS-14/6 equivalent pay	Expert
Budget Analyst GS-560-12/1	yes	Budget Analyst GS-560-12/1	Temporary
Program Manager GM-340-15 GS-15/3 equivalent pay	yes	General Attorney GM-905-15 GS-15/3 equivalent pay	Schedule A
Special Assistant for Institutional Affairs GM-301-15 GS-15/10 equivalent pay	yes	Principal Deputy Assistant Secretary for Congressional, Intergovernmental and Public Affairs ES-301-6 GS-17/2 equivalent pay	Noncareer SES

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Computer Specialist GM-334-15 GS-15/3 equivalent pay	yes	Special Assistant to the Commissioner (Systems) GM-334-15 GS-15/3 equivalent pay	Schedule C
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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 GS-701-14/4	yes	Expert EE-701, GS-14/3 equivalent pay	Expert
Executive Analyst GM-301-14 GS-14/1 equivalent pay	yes	Expert ED-301, GS-13/6 equivalent pay	Expert
Epidemiologist GS-601-13/8	yes	Expert EE-1320, GS-14/2 equivalent pay	Expert ^a
DEPARTMENT OF THE INTERIOR			
Geophysicist GS-1313-13/2	yes	Geophysicist GS-1313-13/2	Temporary
Supervisory Operating Accountant GM-510-13 GS-13/1 equivalent pay	yes	Operating Accountant GS-510-12/1	Temporary
State Director ES-340-5 GS-17/2 equivalent pay	yes	Assistant Director, Support Services ES-340-5 GS-17/2 equivalent pay	Noncareer SES ^a
International Program Officer GM-301-15 GS-15/10 equivalent pay	yes	Associate Director for Offshore Minerals Management ES-801-340/6 GS-17/2 equivalent pay	Noncareer SES ^a

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>
Deputy Regional Director, Pacific Outer Continental Shelf Region GM-340-15 GS-15/10 equivalent pay	no	Director, Office of Ocean and Coastal Resource Management, Department of Commerce ES-301-4 GS-16/6 equivalent pay	Noncareer SES

DEPARTMENT OF JUSTICE

Media Affairs Officer GM-301-14 GS-14/1 equivalent pay	yes	Media Affairs Officer GM-301-14 GS-14/1 equivalent pay	Temporary
Computer Systems Analyst GM-334-14 GS-14/10 equivalent pay	yes	Consultant EF-334, GS-15/4 equivalent pay	Consultant
Social Science Analyst GS-101-14/1	yes	Social Science Analyst GS-101-14/1	Temporary
Special Assistant to the Director, Executive Office for U.S. Trustees GS-301-15/1	no	Senior Bankruptcy Analyst GM-301-14 GS-14/2 equivalent pay	Schedule B

DEPARTMENT OF STATE

International Economist GM-110-15 GS-15/1 equivalent pay	no	International Economist GM-110-14 GS-14/2 equivalent pay	Schedule B ^a
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DEPARTMENT OF STATE (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Assistant Legal Advisor ES-905-1 GS-16/2 equivalent pay	yes	Attorney/Advisor (International) GM-905-15 GS-15/4 equivalent pay	Schedule A ^a
Assistant Legal Advisor ES-905-2 GS-16/3 equivalent pay	yes	Attorney/Advisor (International) GM-905-15 GS-15/7 equivalent pay	Schedule A ^a
Physical Science Administration Officer GG-1301-13/2 GS-13/2 equivalent pay	yes	Physical Science Administration Officer GG-1301-13/2 GS-13/2 equivalent pay	Temporary ^a
Assistant Legal Advisor ES-905-2 GS-16/3 equivalent pay	yes	Attorney/Advisor (International) GM-905-15 GS-15/6 equivalent pay	Schedule A ^a
Telecommunications Policy Specialist GM-301-13 GS-13/4 equivalent pay	yes	Foreign Affairs Officer GM-130-13 GS-13/4 equivalent pay	Schedule B ^a
Telecommunications Policy Specialist GM-301-14 GS-14/4 equivalent pay	yes	Foreign Affairs Officer GM-130-14 GS-14/4 equivalent pay	Schedule B ^a
Assistant Legal Advisor ES-905-4 GS-16/6 equivalent pay	yes	Attorney/Advisor (International) GM-905-15 GS-15/9 equivalent pay	Schedule A ^a

DEPARTMENT OF STATE (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Consular Officer GM-130-14 GS-14/9 equivalent pay	yes	Supervisory Attorney/Advisor GM-905-14 GS-14/9 equivalent pay	Schedule A ^a
Assistant Legal Advisor ES-905-1 GS-16/2 equivalent pay	yes	Attorney/Advisor (International) GM-905-15 GS-15/3 equivalent pay	Schedule A ^a

DEPARTMENT OF TRANSPORTATION

Air Traffic Control Specialist GS-2152-13/7	no	Air Traffic Control Specialist GS-2152-13/7	Temporary
Administrative Officer GS-341-12/9	no	Staff Assistant to the Inspector General GS-301-12/9	Schedule C
Transportation Specialist GM-2101-15 GS-15/10 equivalent pay	yes	Attorney/Advisor GM-905-15 GS-15/10 equivalent pay	Schedule A

DEPARTMENT OF THE TREASURY

Management Analyst GS-343-14/1	yes	Consultant EF-301, GS-13/6 equivalent pay	Consultant
Construction Representative GS-809-13/1	yes	Construction Representative GS-809-12/1	Temporary

DEPARTMENT OF THE TREASURY (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
International Economist GS-110-12/1	yes	International Economist GS-110-12/1	Temporary
Financial Economist GS-110-14/1	yes	Financial Economist GS-110-13/2	Schedule A
ACTION			
Executive Officer ES-301-2 GS-16/3 equivalent pay	yes	Director, Special Emphasis Operations ES-301-2 GS-16/3 equivalent pay	SES Limited Term
AGENCY FOR INTERNATIONAL DEVELOPMENT			
International Education Specialist GM-1701-14 GS-14/4 equivalent pay	yes	Human Resources Development Officer FP-1701-3/12 GS-14/3 equivalent pay	Temporary
COMMISSION ON CIVIL RIGHTS			
Economist GS-110-12/1	yes	Economist GS-110-12/1	Temporary
ENVIRONMENTAL PROTECTION AGENCY			
Management Analyst GS-343-13/1	yes	Expert ED-343, GS-13/1 equivalent pay	Expert
Program Manager/ Deputy Director for Management GM-340-15 GS-15/5 equivalent pay	yes	Supervisory Attorney/Advisor (General) GM-905-14 GS-14/9 equivalent pay	Schedule A

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Supervisory Equal Opportunity Specialist GM-360-14 GS-14/1 equivalent pay	yes	Attorney/Examiner (Civil Rights) GS-905-13/4	Schedule A
Equal Employment Specialist GS-260-12/3	no	Equal Employment Specialist GS-260-12/3	Schedule A ^a
Social Science Research Analyst GS-101-14/1	yes	Consultant EF-301, GS-14/3 equivalent pay	Consultant ^a
Special Assistant to the Management Director GM-301-15 GS-15/6 equivalent pay	yes	Supervisory Attorney/Advisor (Civil Rights) GM-905-15 GS-15/6 equivalent pay	Schedule A

FEDERAL DEPOSIT INSURANCE CORPORATION

Supervisory Field Accountant GG-510-13/3 GS-13/3 equivalent pay	yes	Supervisory Field Accountant LG-510-13/3 GS-13/3 equivalent pay	Schedule A
Financial Management Analyst GG-501-13/1 GS-13/1 equivalent pay	yes	Field Accountant LG-510-12/2 GS-12/2 equivalent pay	Schedule A

FEDERAL HOME LOAN BANK BOARD

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Auditor GS-511-13/1	yes	Accountant, General Accounting Office GS-510-12/2	GAO Person- nel Act of 1980ab
Auditor GS-511-13/1	yes	Evaluator, General Accounting Office GS-347-12/2	GAO Person- nel Act of 1980ab
Supervisory Financial and Marketing Analyst ES-1101-3 GS-16/5 equivalent pay	yes	Expert EF-301, GS-16/4 equivalent pay	Expert

GENERAL SERVICES ADMINISTRATION

Program Analysis Officer GM-345-14 GS-14/1 equivalent pay	yes	Project Officer GS-301-13/1	Temporary ^a
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MERIT SYSTEMS PROTECTION BOARD

Writer/Editor GS-1082-12/1	yes	Writer/Editor GS-1082-12/1	Temporary
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NATIONAL SCIENCE FOUNDATION

Head, Polar Science Section ES-401-2 GS-16/3 equivalent pay	yes	Head, Polar Science Section ES-401-2 GS-16/3 equivalent pay	SES Limited Term
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SECURITIES AND EXCHANGE COMMISSION

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Deputy Chief Accountant ES-510-1 GS-16/2 equivalent pay	yes	Staff Accountant GM-510-15 GS-15/1 equivalent pay	Schedule A
Supervisory Computer Specialist GM-334-14 GS-14/6 equivalent pay	yes	Supervisory Computer Specialist GM-334-14 GS-14/6 equivalent pay	Temporary

VETERANS ADMINISTRATION

Health Science Specialist GM-601-13 GS-13/1 equivalent pay	yes	Health Science Specialist GS-601-12/1	Temporary
Health Science Specialist GS-601-12/1	yes	Health Science Specialist GS-601-12/1	Temporary
Medical Officer (Disability Evaluation) GS-602-12/1	yes	Medical Officer (Disability Evaluation) GS-602-12/1	Temporary ^a

VETERANS ADMINISTRATION (Continued)

<u>Career position title</u>	<u>Competitive appointment</u>	<u>Noncareer position title</u>	<u>Type of noncareer position</u>
Research Health Scientist GM-601-13 GS-13/4 equivalent pay	no	Research Health Scientist GM-601-13 GS-13/4 equivalent pay	Schedule Ba

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 Jun. 30, 1988) but was included with agency reports for this period.

^bThis is a statutory noncareer appointment.

Noncareer Appointees Converted to Career Positions
as Reported by the Agencies
January 1, 1987-September 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 ^a
Agriculture						6			2				8	1
Commerce	2					2	5		1		7	1	18	14
Defense ^b	2					4			3		3		12	7
Education ^c	3					11	5		6	3	3	1	32	17
Energy	4				1	1	1		2		2		11	9
Health and Human Services ^d	15		1		1	7			3		4		31	21
Housing and Urban Development						2			10				12	9
Interior		1	2		4	5			1		9		22	12
Justice	4				1	2		1	1		10		19	14
Labor									2				2	2
State					1		6	3			1		11	10
Transportation	2				1	3	10		5		19		40	32
Treasury	3		1		1		1				32		38	32
ACTION			1			1							2	1
Administrative Conference of the United States					1								1	1
Agency for International Development		9	1							2	2		14	13
Commission on Civil Rights									1		1		2	1
Environmental Protection Agency	8					1	1		1		8		19	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							45						45	44
Federal Emergency Management Agency							1		1		6		8	4
Federal Home Loan Bank Board	2							4	2	2	3		13	13
Federal Trade Commission	1				1								2	2
General Services Administration							1		1		3		5	5
Interstate Commerce Commission	1								1				2	2
Ment Systems Protection Board							1				1		2	2
National Aeronautics and Space Administration	7				1						4		12	8

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
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			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		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 ^e						3		1	1		4		9	4
Total	56	10	12	1	15	52	84	11	47	8	134	2	432	330

^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 to December 31, 1987.

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

^eThe Veterans Administration said it did not report conversions of Ramspeck and temporary appointees to career positions from their 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 - September 30, 1988

<u>Type of noncareer appointment</u>	<u>Number of conversions</u>	<u>Number of agencies converting this type</u>
Temporary	134	26
Schedule A	84	15
Expert/Consultant ^a	56	15
Ramspeck Act	52	16
Schedule C	47	21
Noncareer SES	15	12
Limited Term/ Limited Emergency	12	8
Schedule B	11	5
Foreign Assistance Act	10	2
Statutory Noncareer	8	4
White House Service	2	2
Noncareer Executive Assignment	<u>1</u>	1
Total	<u>432</u>	41 ^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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