



Personnel Practices: Propriety of Career Appointments Granted Former Political Appointees: Ggd-92-51

By -

Bibliogov, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book ***** Print on Demand *****.Pursuant to a congressional request, GAO reviewed the career appointments that agencies granted to employees who held either noncareer Senior Executive Service (SES) or Schedule C appointments before their career appointments, focusing on: (1) whether the appointments adhered to merit system principles dealing with fair and open competition and Office of Personnel Management (OPM) implementing regulations; and (2) OPM oversight of the appointments. GAO found that: (1) the propriety of conversions and agencies adherence to merit system principles are difficult to ensure, because officials can easily give the appearance that fair and open competition was achieved when it was not; (2) of 46 conversions made in the period February 1988 through December 1989, 37 appeared proper, 7 were questionable, and 2 did not fully comply with merit staffing requirements; (3) OPM has established a review process that has identified and prevented some improper conversions; and (4) the subjectivity in the selection process will continue to make it difficult for OPM to oversee conversions.



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